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CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

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Laurentian FA settle after striking

Following a three week strike, the academics at Laurentian University have come to a tentative agreement with the administration on a contract which is to run from July 1989 for three years. On the 11th of September, at the start of the fall term, the faculty association at Laurentian University in Sudbury went on strike. They had been in negotiation since March attempting to achieve a renewed contract.

At the beginning of the strike the chairman of the association's bargaining committee stated that there were three issues that were separating the parties: salary, grievance rights, and annual evaluation procedure.

When the strike was called the parties were 7% apart in salary over the proposed two year contract. A strong motivation for the bargaining unit was that, according to the Statistics Canada data, they were at the bottom of the list of universities in Ontario in their average salaries. During the course of the negotiations that have taken place with the assistance of a mediator, the faculty asociation has been willing to move some of the increase towards the end of the contract thus lowering the total costs of a settlement.

In the matter of the difference over the grievance procedures the essential aim of the faculty was to see that arbitrators could provide a remedy to the grievor which includes reversing decisions of the administration.

The essential difference between the faculty association and the administration on annual evaluation procedures was that the faculty association wanted the annual evaluation to be based on the annual work, while the administration wants to be able to take into account a longer time period.

During the course of the mediation the administration broke off participation after three days. They resumed a few days later and, after some long sessions, a settlement was achieved. At the time of writing a ratification vote was expected on the 2nd of October with a return to work on the 3rd if the agreement is accepted by the members.

The support for the strike has been considerable. The initial vote to call the strike was 137 to 18. During the course of the strike the support from all members of the bargaining unit has been very strong. Since the part-time appointees are not members of the bargaining unit there had been some classes taught but effectively the teaching programmes were shut down. On September 26th there was a mass rally in which 800 students came out and supported the faculty association.

There has been support from other sources. LUFA is a member of the CAUT Defence Fund. There has been a meeting of Board of Trustees to approve payments to LUFA and authorizing a loan so that the contributions to benefits can be continued. Support has also come in the form of visits from CAUT President Pamela Smith, OCUFA President Bill Graham and CAUT CO-OP representatives Ted Humphries and Ernest Zimmerman. Many faculty associations have also communicated their support through letters and telegrams and financial contributions.

This is the second strike at Laurentian in the last three contract talks. In 1985 there was a three day strike before the two sides were able to reach an agreement.

Left to right:
E. Zimmerman — Lakehead Univ. & CAUT Defence Fund, Lloyd Wagner — Chairman Picket Committee & Past President LUFA, Pam Smith — President, CAUT, Bernadette Schell — President, LUFA, Marion Perrin — Exec. Director, OCUFA, Bill Graham — President, OCUFA.

Faculty Association President, Professor Bernadette Schell, was pleased with the package that was agreed to, particularly because there had been considerable movement on the grievance procedures. She also welcomed the strengthening of collegiality in the promotion and tenure procedures. She noted that there had also been significant advances in employment equity and flexible retirement provisions in the proposed agreement as well.

On the money settlement she reported the agreement on COLA plus 2% in the third year which she thought would be a significant aspect of their agreement.

She commented that during the course of this long strike the bargaining unit had remained united and even on the day of the ratification vote there were still strong picket lines around the university.

Laurentian faculty association members have ratified the tentative agreement that was reached after a twenty-two day strike.

The return to work agreement included recognition of the efforts that faculty members will make on behalf of the academic needs of the students.

In their announcement of the ratification vote results, the faculty association stressed the reinstatement of unfettered grievance procedures on tenure, contract renewals and promotions.

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Diffusion totale moyenne: 27 000. Le Bulletin de L'ACPU paraît 10 fois au cours de l'année universitaire: Le 1er de chaque mois de septembre à juin. Délai de réception des annonces: 13 jours ouvrables au moins avant la date de publication. Il ne sera pas accepté d'annulations après la date limite. Pour toute offre d'emploi, un délai minimum de 30 jours sera exigé entre la date de parution du journal et la date limite pour postuler le poste.

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CAUT comments / Commentaires de l'ACPU

More students

In a recent long essay on the relationship between knowledge, culture and the modern university, Peter Scott dealt with redefined roles for a mass age. In the course of that passage he states,

"In a post-industrial society, where skills will be constantly shifting and knowledge increasingly volatile, education will clearly need to be a lifelong process. And the more advanced the education the more its constant renewal will be necessary. No longer will it be possible to cram all education into the years of adolescence and early adulthood. And in the high-technology world the old argument that continuing education can be safely left to the informal, unstructured, personal initiative of graduates, whose initial higher education has given them a thirst for self-improvement that never dies, has lost its force. But these two trends, towards the mass enrolment of secondary school leavers and towards lifelong continuing education, are not in conflict. Indeed the former is an essential precondition of the latter, because it is the already highly educated who most appreciate the need for the sustained renewal."

The massification - as he calls it elsewhere - of our universities is part of a world wide trend. There has been a consistent call for a tertiary education for more people in all the advanced economies in the world. What Scott draws attention to is that it is not possible to turn the clock back and trade the provision of university education for the school-leaver for education for the returning mature student. Both are needed. This puts many policy makers and politicians in a dilemma. More tertiary education is an expensive option. To "bottom-line" thinkers it is something to be carefully rationed, since it appears as a direct debit on the public accounts. But, more and more, the "bottom-line" thinkers are faced with the prospect of limited future earnings unless there is a highly educated, highly adaptable work force.

What is wrong with this "bottom-line" thinking is that it deals with tertiary education as if it was à short term expense rather than a long term investment.

In the last fifteen years we have seen tens of thousands of individuals vote with their feet: they have gone to university. For the future of this country that is a vital and important event. Whether it is personally easy or difficult, individuals have decided that their satisfaction and their prospects are increased by enrolment at university. That bodes well for us all because it means that we will have more and more of our population able to take part in a rapidly adjusting and increasingly complex economic world. It is also important because it means that more and more people are exposed to the civilizing and exciting universe of knowledge.

Many critics of the current situation argue that we must limit our expenditures on such advanced education because we already spend a relatively large proportion of the GNP on it. Exactly the same sorts of argument against expenditures on education have been heard as the level of education which is publically financed has risen. The promise of the nineteenth century Crown to Canadian Indians, according to the federal government, was not to tertiary education. As Peter King notes elsewhere in this edition, the Indians of Canada do not accept that as they too vote with their feet and enrol in university.

We are in transition. So politicians and their bankers will have to change their thinking. We can buy into the future or decide that old ways are good enough. Canada has consistently opted for the future as education has been made a fundamental part of the Canadian culture. The current analysis, from all parts of the political spectrum, indicates that we should not change.

John Evans

Plus d'étudiant(e)s

Dans un long essai paru récemment sur la relation entre la connaissance, la culture et l'université moderne, Peter Scott a traité de la question de la redéfinition des rôles à l'ère des masses. Dans le même passage, il soutient que:

"Dans une société post-industrielle, alors que les compétences seront en constante évolution et les connaissances sans cesse versatiles, il faudra manifestement que l'éducation devienne une formation continue. Plus l'instruction sera-t-elle avancée et plus faudra-t-il constamment la renouveller. Il ne sera plus possible de concentrer l'instruction pendant les années de l'adolescence et du début de l'âge adulte. En outre, dans le monde de la technologie de pointe, le vieil argument voulant que l'éducation permanente puisse sans crainte être laissée à l'initiative simple, personnelle et non structurée des diplômés universitaires, à qui les premières études supérieures ont donné le goût insatiable de l'auto-perfectionnement, a perdu de sa force. Toutefois, ces deux tendances, à l'égard de l'inscription massive des finissants du secondaire à l'université et à l'égard de l'éducation permanente, ne sont pas contradictoires. De fait, la première tendance est un préalable essentiel de la seconde parce que ce sont les personnes déjà les plus instruites qui apprécient le plus la nécessité de renouveller de façon soutenue leurs connaissances." (Traduction)

Le phénomène de l'inscripton massive dans nos universités reflète une tendance mondiale. Dans tous les pays économiquement avancés, on prône régulièrement une éducation tertiaire pour davantage de gens. Scott attire l'attention sur le fait qu'il n'est pas possible de revenir en arrière et de troquer l'enseignement universitaire dispensé aux finissants du secondaire contre l'enseignement aux adultes qui retournent aux études. Les deux sont nécessaires, ce qui placent les décideurs publics et les politiciens devant un dilemne. En effet, accroître l'éducation tertiaire est une option dispendieuse. Pour ceux qui ne se préoccupent que des résultats nets, il faut rationner soigneusement cette dépense, puisqu'elle apparaît comme un débit direct des comptes publics. Toutefois, de plus en plus, ceux qui pensent ainsi font face à des profits futurs limités à moins d'avoir une main-d'oeuvre très instruite et extrêmement capable de s'adapter.

Ce courant de pensée fait fausse route parce qu'il considère l'éducation tertiaire comme une dépense à court terme au lieu d'un investissement à long terme.

Au cours des vingt dernières années, nous avons vu des dizaines de milliers de personnes voter avec leurs pieds: elles sont allées à l'université. Il s'agit d'un évènement vital et important pour l'avenir du pays. Que ce soit difficile ou non pour elles, ces personnes ont décidé qu'elles seraient davantage satisfaites et que leurs chances seraient meilleures en fréquentant l'université. Cette attitude est de bon augure pour nous tous parce qu'elle signifie que nous aurons de plus en plus de citoyens aptes à participer à un monde économique évoluant rapidement et d'une constante complexité. Cela est également important parce que cela signifie que de plus en plus de personnes sont exposées à l'univers passionnant de la connaissance qui s'apprivoise.

Nombre d'observateurs de la situation actuelle prétendent que nous devons limiter nos dépenses en matière d'éducation supérieure parce qu'une part large et relative du PNB y est déjà consacrée.

Nous entendons exactement le même genre d'arguments contre les dépenses au titre de l'enseignement à mesure que le niveau de l'éducation financée par les deniers publics s'élève. Au dix-neuvième siècle, la promesse de la Couronne aux Indiens du Canada, selon le gouvernement fédéral, ne portait pas sur l'éducation tertiaire. Comme Peter King le fait remarquer ailleurs dans le présent numéro, les Indiens du Canada n'acceptent pas cette situation car, eux aussi, votent avec leurs pieds et s'inscrivent à l'université.

Nous sommes en transition. Les politiciens et les banquiers devront donc modifier leur façon de penser. Nous pouvons miser sur l'avenir ou se dire que les anciennes manières sont aussi bonnes. Le Canada a régulièrement opté pour l'avenir car l'éducation constitue une part fondamentale de la culture canadienne. L'analyse actuelle, de tous les coins du spectre politique, révèle que nous ne devons pas changer.

John Evans

President's message/Le mot de la présidente

Elusive but attainable

Ever since the 1987 National Forum on Post-Secondary Education, CAUT has been united and consistent in its call for the First Ministers of Canada to turn their attention to post-secondary education as a matter of urgent priority.

CAUT's desire for this level of attention is partly based on the remarkable degree of consensus that emerged at the Forum. Although the Forum delegates were chosen to represent a wide variety of constituencies and perspectives from every province in Canada, the consensus they achieved about post-secondary education within two and a half days became celebrated as the "spirit of Saskatoon".

Their emphatic endorsement of post-secondary education as a key to Canada's future, and the degree of harmony among them about the issues may have surprised some. Clearly distinguishing between training and education, Forum delegates agreed that post-secondary education must continue to be knowledge-driven and free from undue influence by governments or others. In her spirited, compelling mid-session briefing, Lise Bissonnette warmly noted a remarkable consensus about the need for "a renaissance of a general education .. to give the students of today and tomorrow a broad, integrated education" which includes the arts and humanities, along with sciences and technology.

The Prime Minister's recent speech to the annual Progressive Conservative party convention resonates with some of the same insights and spirit. Like the Forum delegates, he recognises that "the quality of a nation's system of education is a measure of its civilization".

He, too, acknowledges the importance of the arts and humanities as well as the sciences in his definition of education. And, like the Forum delegates, the Prime Minister appears to believe that achieving a formerly elusive consensus about education may now be possible. Among the items of special interest in the Prime Minister's speech was his announcement that he intends to raise the questions of education and research at the next meeting of the First Ministers of Canada.

On behalf of CAUT, I have written the Prime Minister to congratulate him for his initiative and for giving education and research the prominence they deserve. After consultation with the provincial associations, letters have also been sent to the Council of Ministers of Education and provincial ministers responsible for post-secondary education in recognition of their unique, influential capacity to ensure the success of the First Ministers' meeting.

What is it CAUT wants to see accomplished at this significant event? We have proposed that: the entire First Ministers' meeting should be devoted to education and research; that post-secondary education should be a specific focus; that a program for accessible, affordable childcare of excellent quality should be regarded as a part of education and included in the agenda for action; that new, innovative proposals for financing post-secondary education and research be actively considered, with the goals of overcoming current difficulties with the Established Programs Financing Act and developing a schedule for implementing the proposals; and that any unnecessary jurisdictional differences be set aside, so that real progress can be made.

There is every reason to continue making this last proposal to both levels of government. History and current speculation demonstrate the need.

Almost immediately after EPF was legislated, whatever spirit led to it foundered on the shoals of federal-provincial relationships. A mere six years after its terms were renegotiated, federal commitments to EPF overridden by the Liberal government's unilateral limits on the escalator provisions; similar reductions were imposed in 1985 by the Conservative government and again in April, 1989. And during this period, some provinces have chosen to divert federal transfer funds clearly meant for support of post-secondary education to other areas.

EPF history clearly shows the need for a new consensus about a suitable funding mechanism or mechanisms. Without such agreement, university assets — laboratories, equipment and libraries — will continue to erode and the quality of education and research will suffer. Current speculation also requires us to continue pressing for an end to jurisdictional skirmishes. Writing in the Montreal Gazette, William Johnson suggested recently that the Prime Minister's remarks in August about education might best be regarded as a

See "Attainable", page 6

Pamela Smith

Evasif mais possible

Depuis le Colloque national sur l'enseignement postsecondaire de 1987, l'ACPU a fait montre d'unité et de cohésion dans ses revendications auprès des premiers ministres pour qu'ils accordent la priorité à l'enseignement postsecondaire.

Le désir de l'ACPU d'obtenir ce degré d'attention se fonde en partie sur le consensus remarquable qui s'est dégagé du colloque. Bien que les délégués furent choisis dans le but de représenter un large éventail de groupes et de points de vue de toutes les provinces du Canada, le consensus obtenu au sujet de l'enseignement postsecondaire en l'espace de deux jours et demi est devenu le célèbre "esprit de Saskatoon".

L'énergie avec laquelle les délégués ont convenu que l'enseignement postsecondaire était la clé de l'avenir du Canada et le degré d'harmonie qui s'est tissée entre eux au sujet des questions en jeu peuvent en avoir surpris quelques-uns. En faisant une nette distinction entre la formation et l'éducation, les délégués se sont mis d'accord pour que l'enseignement postsecondaire continue d'être axé sur la connaissance et libéré de l'influence indue des gouvernements ou autres. Lise Bissonnette, en faisant une mise à jour pleine de verve et irrésistible de la mi-colloque, a souligné chaleureusement le consensus remarquable au sujet du besoin "d'un renouveau de l'idée de formation générale, (. . .) pour redonner aux étudiants d'aujourd'hui et de demain une formation intégrée, large" qui comprend les arts et les sciences humaines ainsi que les sciences et la technologie.

L'allocution que le premier ministre a prononcée récemment au congrès du Parti conservateur s'inspirait de certains des mêmes états d'âme et visions. Tout comme les délégués au colloque, il reconnaît que "la qualité du système d'éducation d'un pays est le reflet de sa civilisation".

Il reconnaît, lui aussi, l'importance des arts et des sciences humaines ainsi que des sciences dans la définition de l'enseignement. A l'instar des délégués au colloque, il semble croire qu'un consensus, auparavant évasif, puisse maintenant être possible. Parmi les points d'intérêt particulier de son allocution, le premier ministre a annoncé qu'il avait l'intention de discuter de la question de l'éducation et de la recherche à la prochaine réunion des premiers ministres provinciaux.

Au nom de l'ACPU, j'ai écrit au premier ministre pour le féliciter de son initiative et d'avoir donné à l'éducation et à la recherche la priorité qu'elles méritent. Après avoir consulté les associations provinciales, l'ACPU a également adressé des lettres au Conseil des ministres de l'Education et aux ministres provinciaux responsables de l'enseignement postsecondaire parce que nous reconnaissons qu'ils sont les seuls capables d'utiliser leur influence pour que la réunion des premiers ministres soit une réussite.

Que l'ACPU veut-elle voir accomplir lors de cet évènement important? Nous avons proposé que la réunion des premiers ministres soit entièrement consacrée à l'éducation et à la recherche, que l'enseignement postsecondaire reçoive une attention particulière, qu'un programme de services de garde abordable et d'excellente qualité soit considéré comme faisant partie de l'éducation et soit inscrit au programme d'action, que des projets innovateurs de financement de l'enseignement postsecondaire et de la recherche soient activement envisagés, qui ont comme objectif de régler les problèmes actuels de la Loi sur le financement des programmes établis, que soit dressé un échéancier de mise en oeuvre de ces projets, et que toutes les querelles de compétence soient mises de côté pour réaliser des progrès véritables.

Il est tout à fait justifier de continuer d'intercéder auprès des deux paliers de gouvernement pour réaliser cette dernière proposition. Le passé et les conjectures présentes en prouvent le besoin.

Presque immédiatement après la légifération du FPE, les bonnes intentions à l'origine de cette loi, quelles qu'elles furent, se perdirent dans les méandres des relations fédérales-provinciales. A peine six ans après sa renégociation, les engagements du fédéral envers le FPE furent annulés par la décision du gouvernement libéral de limiter unilatéralement les dispositions du facteur de progression. Des réductions similaires furent imposées en 1985 par le gouvernement conservateur, puis en avril 1989. Pendant ce temps, quelques provinces ont choisi de détourner à d'autres fins les paiements de transfert du fédéral devant manifestement servir à financer l'enseignement post-secondaire.

Voir "Evasif", à la page 6.

Strategic grant programme changes:

SSHRC seeks more outside cooperation in University research

by Tim Stutt

Last June, the Social Sciences and Humanities Research Council (SSHRC) announced that it is changing its Strategic Grant programmes. The programme changes seek to increase government and private-sector collaboration with academics in strategic research. They are intended to make such research "more responsive" to those public policy issues that Canadians consider as being of "fundamental importance to maintain their cultural identity and ensure their future health, prosperity and well-being". In this regard, the most important changes are the creation of a Joint Initiatives Programme and the launching of a new strategic theme in Applied Ethics.

Joint Initiatives is an exploratory programme which will be implemented during the 1989-90 fiscal year. The programme is intended to encourage public and private-sector consultation with university researchers so as to promote multidisciplinary studies of contemporary national questions. SSHRC hopes that such consultation will serve to define sectoral research needs and the means to meet these needs. It also hopes that Joint Initiatives will ensure rapid and effective dissemination of new knowledge to research users, thereby integrating strategic research results with national policy-making and socio-economic development.

Under this programme, SSHRC will obtain public and private-sector funding for the budgets of various research projects. It will also seek the participation of these sectors in the definition of research area parameters, the development of appropriate research programmes, the adjudication of applications and, if necessary, the identification of priority topics.

However, as is the case with all SSHRC programmes, grants will be awarded through an open competition. Researchers will be free to define their objectives, workplan and methodology. Moreover, their applications will be adjudicated through a peer review process designed to assess the proposals' social relevance and scientific merit. As a new added feature, applications will also be evaluated on the basis of their plans to disseminate the research results within the academic community, and to decision-makers, practitioners and the general public.

Two long standing issues of interest at SSRHRC may be prime candidates for joint research ventures; namely native issues and the impact of law on society. Other areas that may lead to joint initiatives are the management of technology, global environmental change, the impact of social change on individuals and families as well as the logistics of transportation and communication in Canada.

The other major change that SSHRC is making in its Strategic Grants Programme is the establishment of a new strategic theme in Applied Ethics. This new programme will be introduced in 1990-91 and will encourage government and private-sector cooperation in university research which examines the ethical questions of a number of different issues confronting today's society. These issues include the introduction of new technologies in the medical sciences, the dramatic impact of chemical waste on the environment, equity concerns raised by the Charter of Rights and Freedoms and the need to develop strong professional codes of ethics for a complex technological world.

All of these decisions are based on the recommendations of SSHRC's Second Task Force on Priorities, which submitted its final report last April after a two-year review of the effectiveness of the Strategic Grants Programmes. This report follows on the heels of seven major administrative and other reviews of SSHRC's operations since its creation in 1978—the most recent of which was described by the CAUT President in her March 1989 *Bulletin* article on the Courtney Report. CAUT is committed to working with SSHRC to develop practical and fair administrative procedures which continue to provide peer review and guarantees for freedom of inquiry, such as those provided by the Strategic Grant Programme. Just as important, CAUT is committed to encouraging SSHRC to continue to seek improved funding for the social sciences and humanities research community.

Nouvelles brèves du Québec

par Susan Gray
Collaboratrice du Bulletin
Forum, The Reporter
les quatre universités montréalaises)

Les quatre universités de la ville font alliance avec l'industrie privée et les trois paliers gouvernementaux pour créer un parc technique de pointe, situé à Montréal et à Ville Saint-Laurent. On parle d'un "centre of initiative" qui, on espère, rivalisera avec le Silicon Valley en Californie.

L'établissement de ce parc technique, qui sera composé de 700 acres, coûtera 65 millions de dollars au cours des 20 prochaines années. Les champs d'activité: la biotechnologie, la micro-électronique, l'aérospatiale et l'informatique.

Les universités seront figures d'importance dans le projet. Elles ont l'intention de laisser les chercheurs-ses de l'entreprise privée utiliser leurs bibliothèques ainsi que leurs laboratoires. L'Université de Montréal va même inviter ces chercheurs-ses à enseigner et à organiser des séminaires de recherche.

Au fil des événements
(l'Université Laval)

Seulement une quinzaine de Canadiens-nes ont été choisis-es pour profiter de temps d'observation de l'Observatoire spatial Hubble qui sera mis en orbite l'an prochain; quatre Québécois-es, dont deux de l'Université Laval sont parmi ce nombre. La compétition pour avoir accès à cette nouvelle façon de voir l'univers a été intense. Des propositions de recherche équivalant à 11 000 heures d'observation ont été soumises, alors que seulement 1200 heures étaient disponibles pour cette première fois.

Les équipes dans lesquelles Eduardo Hardy et Jean-René Roy travaillent, ont obtenue respectivement 15,5 heures et 10,2 heures. On estime que la valeur d'une journée à l'Observatoire est d'un million de dollars.

Hardy et son équipe mènent une recherche qui vise à mesurer, par une méthode originale, la distance entre la Terre et les objets observés par les astronomes. L'équipe de Roy, pour sa part, est intéressée par la formation des galaxies.

On s'attend à ce que le téléscope spatial, qui est parrainé par la NASA et l'ESA (European Space Agency) soit lancé en mai 1990. Mis en orbite à 500 kilomètres de la Terre, il devrait permettre d'élucider beaucoup de problèmes auxquels les plus grands téléscopes terrestres ne peuvent répondre.

L'Observatoire spatial Hubble n'a aucun lien avec des projets militaires.

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Avec la signature d'une entente entre l'Université Laval, l'Université du Nouveau-Brunswick et l'Université du Maine, on vient de créer l'Institut atlantique de géomatique, l'un des plus grands pôles de recherche en géomatique dans le monde. Regroupant 35 chercheurs-ses, le centre sera affecté à l'étude de la terre et de ses ressources. Entre autres, seront étudiés au Centre, des problèmes associés à l'analyse et la diffusion des données à référence spatiale touchant le milieu physique. Ce domaine de recherche a des implications pour divers secteurs, par exemple, l'établissement d'un système d'impôt foncier équitable, le suivi de polluants, ou tout autre problème nécessitant l'utilisation de données géographiques.

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Suite à une vaste étude américaine menée par l'Institut national du cancer des Etats-Unis, la méthode mise au point par l'équipe de Fernand Labrie, du Centre Hospitalier de l'Université Laval, a été consacrée comme la meilleure approche qui existe pour traiter le cancer de la prostate. L'étude américaine, publiée dans le New England Journal of Medicine en août dernier, portait sur 603 patients.

Un homme sur 20 souffrira du cancer de la prostate au cours de sa vie. Selon Labrie, le traitement mis au point par les chercheurs-ses du CHUL, est le premier qui prolonge la vie des personnes atteintes du cancer de la prostate à un stade avancé. D'après l'étude américaine, les patients traités selon cette méthode vivent, en moyenne, 11,6 mois de plus que ceux qui reçoivent la thérapie traditionnelle.

Au cours des dernières décennies, le traitement standard contre ce type de cancer a été de bloquer les hormones mâles provenant des testicules, mais aussi ceux des glandes surrenales.

La majorité du temps, le cancer de la prostate est découvert à un stade avancé. Mais, toujours selon Labrie, on pourrait envisager l'utilisation du traitement combiné pour les cancers de la prostate diagnostiqués à un stade précoce.

UQAR-Information
(l'Université du Québec à Rimouski)

Une équipe de trois professeurs-es en sciences de l'administration a remporté la bourse "innovation", lors du 34e Congrès du Conseil international de la petite entreprise en juin 1989. Ces professeurs-es sont: Richard-Marc Lacasse, Jean-Louis Chamel, et Berthe Lambert.

Il s'agit d'une bourse et d'un trophée exceptionnellement remis cette année en reconnaissance du caractère innovateur de l'une des communications présentées au congrès. Bell Canada parrainait la bourse.

La communication gagnante portait sur les activités du Groupe régional de support technique (GRST) de l'UQAR. Depuis l'an dernier, il a réalisé un projet-pilote original qui employait une camionnette motorisée et aménagée en bureau autonome informatique afin de stimuler les développements technologiques et la création d'emplois dans les petites entreprises de l'Est-du-Québec et de la Côte-Nord.

Pendant sa première année d'opération, le GRST a desservi 45 petites et moyennes entreprises. Le projet-pilote s'étendra jusqu'en 1990.

Gender specific language in advertisements

The Executive of CAUT has adopted the policy that the Bulletin shall not accept advertisements using gender specific language except when that language has been mandated by human rights legislation.

To the Editor

Chauvinism of Canadian Universities

Canada's universities are suffering from a kind of naive political chauvinism which has nothing to do with the traditional concept of a university. The policy of having to give preference to qualified Canadian faculty members, in the 1960s, has been retained and now often means, in practice, preference for less qualified Canadians. Foreign students have been virtually excluded by raising their tuition fees to many times those of a Canadian student.

What does all this have to do with the traditional concept of a university? A real university is not national, and certainly not provincial, but essentially non-national, or at least international. It is a place of learning, not chauvinism which is inimical to learning, where many currents and opinions from many places can cross-fertilise, where in any discipline, comparisions from any time or any place can enlighten and be fruitful.

The Canadian hiring policy of the 1960s could be justified in the short-term, when the new universities and expanding old ones, had little choice but to fill their faculties with American Ph.D's due to the shortage of Canadian ones, even in disciplines in which a Canadian background was essential or desired. But to continue, and even reinforce, such a policy now is pure chauvinism.

Canadian universities have bigger problems now, of course, deriving from being starved of resources, as described in a series of articles in THE GLOBE & MAIL (in the last week of March 1989). Such problems are huge and will be extremely difficult to begin to solve. But the problems caused by this naive chauvinism, although mostly also caused by governmental policies across Canada, would not cost a great deal to change and would go some way to restore the Canadian university to its place among the great universities.

Harold M. Angell
Department of Political Science
Concordia University

Terror in El Salvador

Members of CAUT should be aware of the unreported campaign of terror against professors, students and administrators on the campus of the University of El Salvador since last December. Among those abducted or murdered are the Secretary of the Students' Association, a female Professor, students in Medicine, Dentistry, Sociology, Economics, Literature and Law, and a University guardian. The Departments of Biology and Journalism and the homes of the Dean and Vice-Dean of the Faculties of Sciences and Humanities have been bombed. The Vice-Rector has been threatened with death and shot at, and University students and employees have been repeatedly seized, beaten, robbed, and threatened by members of the "security forces".

We should also be aware that the El Salvador government is armed and supported by the U.S. government to the tune of over $1,000,000 per day, and that the government of Canada lends it junior diplomatic and aid support. Government cutbacks on universities at home, support for government terrorism against universities abroad. These connections should not escape us if we wish contemporary universities to survive the pressures against their remaining places of independent critical thought.

John McMurtry
Dept. of Philosophy
University of Guelph

System Assessment

The CAUT policy statement on the Academic Assessment of Courses and Programs, which appeared in the June issue of the *Bulletin*, provides a valuable and appropriate set of guidelines for *reviews that are conducted at the institutional level*. However, we are lacking a corresponding policy statement for reviews that are conducted at a *system level*. There is a critical need for a CAUT policy statement on system level reviews, and I hope that this important gap will soon be filled.

In a period of retrenchment and increased government intervention in higher education, system wide reviews pose a greater threat to academic freedom and program integrity (and perversely, to quality of education) than are institutional reviews. Governments could do all sorts of devious things under the rubric of program review. And administrators can eliminate programs more easily under the cover of system wide reviews than under institutional reviews, because they are not accountable to local faculty associations for the procedures employed in system level reviews.

For example, the graduate programs appraisals process in Ontario is a top-down, totally non-participatory process run by the academic establishment. This format would not be tolerated at the institutional level, as it would run afoul of the requirement of the first sentence in paragraph 1.1 of the CAUT policy statement which calls for agreement of, or negotiations with, the faculty association in regard to review procedures. There is no reason why the analogous condition should be tolerated at the system level. Where administrators operate a review at the *provincial* level, there should be an analogous requirement for negotiation of the review procedures with the *provincial* faculty association.

It is important to add that this suggestion does not conflict at all with Note 3 of the policy statement. That note says that an example of a situation where the faculty association may not need to agree explicitly to the review procedures is the case where a degree program is accredited by a *national disciplinary group*. The Ontario appraisals process does not involve review by a national - or provincial - disciplinary group. Rather it is a review by a *single* body which has the arrogance to believe that it can conduct fair and valid appraisals of *all* disciplines. As different disciplines have widely varying views of what constitutes quality education in their dsiciplines, the attempt to impose a *single* view on all disciplines cannot help but result in a situation wherein some disciplines are judged by inappropriate, if not irrelevant, criteria. In Ontario, for example, the graduate appraisals process reflects a Natural Sciences paradigm. Not surprisingly, *all* programs in the Natural Sciences have received the highest rating, whereas a substantial proportion of Humanities programs have received lower ratings. It is hard to believe that Humanities faculty are systematically less competent than their peers in the Natural Sciences.

The comparison of graduate program appraisals with accreditation by a national disciplinary group is instructive in another respect. Such accreditation occurs *mainly with respect to professional* programs, e.g. Medicine or Social Work. Accreditation of each professional program is under the jurisdiction of the corresponding disciplinary group - rather than under *a single body* which would have jurisdiction over all professional programs - because of the highly specialized nature of such programs. However, doctoral study in any discipline is at least as specialized as a first professional degree program. It is thus difficult to see the rationale for giving a single body jurisdiction over graduate programs in *all* disciplines. Were Ontario to replace its single appraisals committee with a set of disciplinary committees each of which had jurisdiction over the corresponding disciplines, then the principle embodied in Note 3 could be extended to the Ontario appraisals. This is the reform toward which I would urge those Ontario faculty who are dissatisfied with the present system to dedicate their efforts.

Michael L. Skolnik
Higher Education Group
Ontario Institute for Studies in Education

The two tier system should be strengthened

According to the regulations of Employment and Immigration Canada a University with an open position is expected to conduct a search in two stages. In the first stage it is expected to consider only Canadian Citizens and Permanent Residents; only if no qualified candidate is found can the search enter the second stage in which any candidate may be considered. Position announcements, even those in international publications usually contain a statement that first consideration must be given to Canadian applicants.

This policy has always been controversial. Many believe that it forces Universities to appoint applicants who are less qualified than those that might be hired in a more open system.

My perspective is that of one who has seen the system from both sides. An immigrant, who has previously been resident in four other countries, I believe that the system is useful but needs to be strengthened.

The system is useful because of perceptions, Canadian's perceptions of themselves and foreign perceptions of Canada.

One of my first observations on coming to Canada was that there is an inferiority complex among Canadians. My own field, computer software, provides a good example. Many people, at all levels, assume that the state of understanding in computer science is higher in the U.S., graduates from U.S. Computer Science programmes are often assumed to know more than Canadian university graduates. Consequently, a graduate of a U.S. University *has a major advantage in applying for* a faculty position. I have seen extremely weak applicants considered, and in some cases appointed, simply because they had degrees from major U.S. Universities.

The fact is that the assumption is based on confusing quantity of activity with quality. In Computer Science, the Universities of Toronto and Waterloo, for example, offer education and research that is as good as any available in the U.S. and superior to the vast majority of foreign institutions. Several other Canadian Universities are better than the U.S. average in my field.

The second problem is the foreign perception of Canada. U.S. Academics see Canada as a country with lower funding levels, lower salaries, and relatively unknown institutions. Academics from other countries often view Canada as a place almost like the U.S., but with less money. As a result, the foreign academics, who apply to Canadian Universities are not usually the best in their field. However, there is a mystique associated with foreign applicants which often hides their weakness.

In fact, Canada is one of the world's best kept Academic secrets. It is a wonderful place to live and work and the NSERC funding system is better than anything I have seen in the four other countries where I have worked. Salary levels are lower than U.S. salaries, but there are real compensations. However, had I not married a

See "Strengthened", page 6.

Women scientists and engineers

In a recent article in the Chronicle of Higher Education, Eleanor Baum, a Dean of Engineering, discussed ways in which women could be encouraged to enrol and remain in engineering programmes. This is an important matter of policy since the traditional source of entrants to the profession, the 18-24 university cohort of white males, is declining engineering schools are focussing on women as potential entrants. She pointed out that the number of women graduating in engineering was at a maximum in 1986 at 17% of the class. Only 6% of practising engineers are women and only 2% of engineering faculty are women. Clearly engineering has difficulty recruiting and retaining women.

One of the major difficulties in producing graduates is the drop-out rate for women students. In the USA the drop-out rate for women in these programmes is much greater than their SAT scores would predict.

A similar pattern of participation exists in Canada. The ratio of men to women in Engineering undergraduate programmes was nearly 8:1 in the 1987-88 year. It reflects part of a larger picture of women in the physical and applied physical sciences. In that same year. the ratio of men to women was 1.75:1 in chemistry, 6.5:1 in physics, 4.1:1 in computer science and 3:1 in geology.

At the graduate level the breakdown of data is not so detailed. In the 1987-88 year the ratio of men to women in Engineering and applied sciences was 8.7:1, and in Mathematics and Physical sciences 4.2:1.

This picture of subject area preference is not of itself a problem. There is no ordinance which proclaims that there must be an equal number of men and women in any particular subject. However, there is much concern that the present imbalances arise through a variety of pressures and demands which discourage women from entering these areas.

There are a variety of efforts under way to encourage women to enter the physical sciences and engineering. For example, the Canada Scholarships programme of the federal government, which is designed to support able undergraduates studying the sciences, is split evenly between men and women. In the USA one similar action has been the setting aside funds for the development of women students and faculty members in science and engineering. Recently the Henry Luce Foundation announced that the Clare Booth Luce Fund will expend monies to just that end.

In May the Coalition for Equity in Mathematics, Science and Technology (CEMSTAT) organized a symposium on Increasing Girls' Participation in Science and Technology at York University. The goal of that meeting was to find new ways of increasing womens' participation in these fields.

In general terms there is little doubt that Canada will experience a shortfall in the number of highly qualified engineers and scientists in the coming years. Much has been made of the fact the we have only half the number of engineers and scientists per thousand population as the USA and only one third as many as Japan. Many commentators and policy makers believe that this will be a crucial shortfall for Canada in the developing global economy. The differences in the recruitment of men and women into these areas of expertise suggests that in addition to the individual benefits that will arise if the present disincentives to women are removed there will be a considerable benefit to society.

Strengthened

Continued from page 5

Canadian, I might never have considered an appointment in Canada.

In some fields there is a third problem. Those working in unpopular specialties often want a colleague in their own narrow area. They may reject very talented Canadian candidates so that they can appoint a less qualified foreign candidate with whom they have collaborated in the past.

These three factors, canadian inferiority complex, Canada's low visibility in other lands, and the natural desire of specialised researchers to hire people whose work they know, add up to a bias against Canadian applicants. It often drives well-qualified Canadians to foreign institutions. A "first consideration" policy helps to compensate for that bias.

However, the policy is not working as it should. Again there are several reasons:

(1) The current policy is badly misunderstood. Recently, I tried to find out details about the rules and received conflicting information from a variety of authoritative sources across Canada. Even the local employment officers offer conflicting interpretations. Departments often interpret the rules in ways that allow them to hire freely.

(2) The current policy is easily circumvented. Appointment committees often know of potential or actual foreign applicants even though they are not allowed to consider them. If they are attracted to a foreign candidate, they raise their definition of "qualified" when considering the Canadian ones so that they can reject those and move to the second stage. In other cases, Universities have been known to make an offer of a position to a foreigner contingent upon his receiving an immigration visa or work permit through the slower immigration processes. A position may then go unoccupied for a year or more while the applicant applies for permission to immigrate. A qualified Canadian applicant would be told that there was no position available.

There are three, rather obvious, ways to improve the situation:

(1) Employment and Immigration should publish a clearly worded brochure and make it available to faculty members at all Canadian universities.

(2) Universities with open positions should be required to prepare a definition of "qualified" before the search begins. The definition should be reasonably precise so that the actual standards cannot vary to suit the tastes of the Appointments committee. If all Canadian applicants are rejected, a report should show clearly that all failed to meet the standard.

(3) Offers contingent on a candidate getting permanent resident status should be allowed only in the second phase. The present policy restricts appointments, not offers. This is used to evade the intent of the policy.

I do not want to see the Immigration Department telling Universities who to hire, but I do want to make sure that Universities look objectively at all the candidates that are available. Universities should set their own standards and should be encouraged to set them high. The Immigration policy should insure that those, University-determined, standards are applied consistently to both Canadians and non-Canadians and that qualified Canadians are not rejected in favour of foreigners.

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Attainable

Continued from page 3

riposte to the provincial premier's midsummer commentary about taxation policy.

Jurisdictional prerogatives in education must be respected. However, they must not become an excuse to continue with the current unsatisfactory state of funding post-secondary education. In the Prime Minister's words, "Canada's future well-being depends on the quality of education . . . today".

Just as there is increasing evidence that quality is linked to post-secondary education funding, so is there evidence of an increasing desire to develop a consensus. Earlier this summer, agreement about a united science policy — in which universities will play an important role — was signified by the Halifax Declaration. And in Québec there have been suggestions about co-ordinating the federal departments which interact with universities.

CAUT has an obligation to insist that universities and research are Canada's most important investment. Governments and universities share an obligation to ensure that all qualified Canadians — women and men, native and non-native — have an opportunity to participate fully. No-one in any part of Canada ought to be denied access because we lack the imagination, vision or will to develop the necessary consensus.

Evasif

Suite de la page 3

L'historique du FPE prouve sans équivoque qu'il est nécessaire de s'entendre à nouveau sur un ou des mécanisme(s) convenables de financement. En l'absence d'une telle entente, les biens des universités, soit les laboratoires, l'équipement et les bibliothèques continueront de se détériorer et la qualité de l'enseignement et de la recherche en pâtiront. Les conjectures actuelles nous forcent aussi à continuer d'exercer des pressions pour mettre un terme aux querelles de compétence. William Johnson a signé dans la Gazette de Montréal un article dans lequel il suggérait que les déclarations du premier ministre au mois d'août pouvaient le mieux être considérées comme une riposte aux commentaires des premiers ministres provinciaux, au milieu de l'été, sur la politique fiscale.

Il faut respecter les compétences provinciales en matière d'éducation. Cependant, il ne faut pas s'en prévaloir pour continuer d'excuser l'état insatisfaisant de l'enseignement postsecondaire. Selon les paroles du premier ministre, "le bien-être de la population canadienne dépend de la qualité de l'éducation (. . .) aujourd'hui".

Tout comme il est de plus en plus évident que la qualité de l'éducation de l'enseignement postsecondaire est liée à son financement, il est également évident que l'on est en présence d'un désir croissant de créer un consensus. Plus tôt au cours de l'été, une entente au sujet d'une politique concertée sur les sciences dans laquelle les universités joueraient un rôle important, était révélée par la Déclaration d'Halifax. Au Québec, on a suggéré de coordonner les rapports entre les ministères fédéraux qui ont des liens avec les universités.

Il est du devoir de l'ACPU d'insister pour que les universités et la recherche au Canada soient un investissement des plus importants. Les gouvernements et les universités ont l'obligation commune de faire en sorte que tous les Canadiens qualifiés, femmes et hommes, autochtones et non autochtones, aient la chance de participer pleinement. Nous ne pouvons interdire à personne, nulle part au Canada, l'accès aux études postsecondaires parce que nous manquons d'imagination, de vision ou de volonté pour créer le consensus nécessaire.

In the House

Before it adjourned for the summer a debate took place in the House of Commons following a private member's motion moved by Howard McCurdy, M.P. for Windsor-Lake St. Clair, and the NDP critic for Science and Technology. Mr. McCurdy's motion was

> That, in the opinion of this House, the government should restore funds cut from federal transfer payments to the provinces for post-secondary education and complete an agreement with the provinces to provide assured levels of funding commensurate with the increased costs of universities' operations and the need to enhance the availability of resourceful humans for economic development and full employment.

The following are excerpts from that debate.

Mr. McCurdy:...The situation as it has evolved since then is such that the vast bulk of the cost of post-secondary education, both in colleges and universities, is paid for by the federal Government. It is notable in that context that only the Province of Quebec matches the federal contribution for post-secondary education on the 50-50 basis which characterized the decade after 1967.

...In 1982-83 the Liberal Government imposed the 6 per cent and 5 per cent rule, which was broadly applied to wages and so on, to be transferred to post-secondary education costing the system something in the order of $400 million over that period of time. Then in 1986 the Conservative Government, arguing as my colleague across the way just did, did not cut post-secondary education by $1.6 billion from the period from 1986 to 1991. It just cut the expectations of the system by $1.6 billion in respect to post-secondary education.

. . .As if it were not enough, even as every significant examiner of the situation in this country with respect to post-secondary education said that there was going to have to be an increase in expenditures, this Government has proceeded in the last Budget to impose yet further cuts, which beginning in 1991 will accumulate over the next five years an additional cut of $1 billion in transfer payments for post-secondary education

My colleague across the way will say: "Oh, well we didn't cut; we are just not going to give them as much". When we have a system which between 1977 and 1987 occasioned a real decrease in real dollars of 10 per cent while student enrolment rose by 30 per cent, I put it to you, Mr. Speaker, that is a cut. It certainly is a failure to fulfil a promise. It is a failure to respond to the needs in this country which everyone by now recognizes.

. . .What is necessary is for the urgent call of a First Ministers Conference. They should not be allowed out of a locked room until they have agreed on a basis for the shared funding of post-secondary education which will ensure that both levels pay their share. Nothing else will do. We can no longer burden ourselves with petty jurisdictional disputes while our country and our youth suffer. They are suffering now, and they will suffer yet more. To suggest that the burden of a deficit is going to be an overwhelming burden is ridiculous as compared to the kind of burden which will be their inheritance if we do not begin to catch up.

Mr. Pierre H. Vincent (Parliamentary Secretary to Minister of Finance):...The last Budget, like all other Budgets, was a serious exercise in restraint, and I think the Minister of Finance is to be commended. We managed to reduce spending and programs, and we raised income tax and certain other taxes so that this year the Government will be able to collect $5 billion and next year, an additional $9 billion, which will be used to reduce our annual deficit and control our national debt, a process that is already underway.

. . .The April budget in no way interfered with equalization payments. We are not decreasing the amount allocated for established program financing, but we are reducing the percentage increase, which is something else. As a result, established program financing in 1988-89 was 18.7 billion, in 1989-90, it is 19.8 billion; and in 1990-91, it will be $20.8 billion. So we see that the annual amount of established program financing given by the federal Government to the provinces is increasing. We only reduced the percentage increase. Equalization payments in 1988-89 were 6.9 billion; in 1989-90, they are $7.3 billion; and in 1990-91, they will be almost $7 billion. Once again, Mr. Speaker, you see the annual increase provided.

. . .In conclusion, Mr. Speaker, I believe the motion now before us does not recognize the economic reality across the land. And when it comes to the Budget, when it comes to managing a nation like Canada, we should not look at a small square only, a single card, because there are 52 different cards in a deck!

Mr. Ronald J. Duhamel (St. Boniface):...Quite apart from that, there has been a $700 million reduction in training and retraining. Then the Government adds another $800 million to it and tries to pretend that it has increased funding for training and retraining. It has said this without looking at increases in student enrolment, without looking at increased programs, without looking at needed new equipment or any of those variables. Quite apart from that, there are plants and equipment that are getting older and require more dollars for maintenance. That is being drawn from general revenues.

The Government neglects to point out that there has been a 30 per cent increase in enrolment in universities in the last decade. In that decade, there has been an increase of only 8 per cent in the teaching workforce at those universities. It neglects to mention that professors need to deal with large, overloaded classes and it is becoming increasingly difficult for educators to give the kind of education to which our youth are entitled.

Spending on education, training, retraining and research and development needs to be looked upon not only as an expenditure but as an investment. If Hon. Members doubt what I say, they should look at the number of investments made by the United States, Japan and a number of other countries in the area of education, training, retraining and research and development. There are such things as good debts and bad debts. A good debt is one that returns on the investment made and a bad debt, of course, is one which does not make that return. I would submit that with education, training, retraining and research and development, there is a great deal of return on the investment.

We are losing our competitive edge. There have been numerous cuts. What has the impact been? It has meant extra costs for provinces, students and their parents. Our young people are losing hope.

Mr. Garth Turner (Halton-Peel):...The 1989 Budget announced that the growth rate of those transfer payments will be reduced by 1 per cent. That is not a cut. There will continue to be a rate of growth and the funds will continue to grow and get larger year after year. Therefore, there has not been a cut in transfer payments to the provinces. Over the next five years EPF is expected to total nearly $108 billion. That is an increase of $24 billion. How can that possibly be a cut when it is going to increase by $24 billion. EPF transfers to the provinces will match or exceed the rate of inflation. When something is growing by $24 billion, when it is exceeding the rate of inflation and getting larger, how can it be a cut?

Mr. Benno Friesen (Parliamentary Secretary to Solicitor General of Canada and Minister of State (Agriculture):...There is one other factor in dealing with the cost of education. It is cost control. At the present time we are asking the federal Government to pay out, but the federal Government has absolutely no control over what it costs. Somewhere in the balancing of the books there has to be also a balancing of the costs, not only the asking for more funds. Somewhere along the line we have to get that equation worked into the system. I hope that the Hon. Member will do some more thinking about this motion before he ever proposes it again.

NRC to seed national high speed network

The NRC is currently involved in providing seed money for the establishment of a high speed computer network. The main function of the network will be to provide remote access to computers across the country. The present state of progress of this project is that some proposals have been received and are being reviewed.

The NRC Informatics division points out that it will be at least a 56 kilobit network, and it may be a multiple network in certain areas. The objective of this network is that it will be the Canadian counterpart to the NSF network in the USA. The network will operate in conjuction with the current provincial networks where they are established.

The network will be different in kind from the present Netnorth in that its goal is not to provide an information interchange but a remote access facility. However, information from NRC indicates that the networks will complement each other and at some point they may possibly integrate their functions.

The present financial commitment of NRC is to provide $2 million seed money and that it will be a service that will be paid for by the users.

CAUT among others has called for the establishment of a high speed network and has presented those views to government and parliamentary committees. Some others who have also made their support known are the VPs for research at various universities across Canada.

With the development of research networks, as envisioned by the Centres of Excellence for example, there is clearly a requirement for such networks if there is going to be straightforward use of the many specialized computer facilities that already exist in the country.

It is worth noting that the government of Canada has not seen fit to provide the true base money required to set up a first class research/academic network. One wonders why when one of the objectives of its science policy is to see the coor tion of workers from across the try in universities, research institutes and industry.

AIDS policies of Canadian universities

D.C. Savage and Mariette Blanchette presented the following paper at the Vth International Conference on AIDS which was held in Montreal in June 1989. They had conducted a study of the administrative and ethical policies of Canadian universities by questionnaire and later telephone follow-up. At the conference an information working group of people interested in university AIDS policies was established. Readers who are interested in the question of AIDS policies should contact Mariette Blanchette at the CAUT office.

Universities by virtue of their role in education, research and as employers should play a leading role in the development of rational and humane AIDS policies. The authors circulated questionnaires to university presidents and to faculty associations to see to what extent universities had developed their own internal AIDS policies whether in the form of educational programs on AIDS for students and employees or in terms of ensuring equitable treatment for HIV carriers and AIDS victims in the university community.

The results show a mixed response. 39% of the universities which responded (54 in total) had a developed university AIDS policy. This compares with 4% of Canadian private firms which have a policy, procedure or educational program on AIDS for their employees (Ottawa Citizen, 4 June 1989). Another 31% are developing such policies, but an alarming 30% have not adopted any campus wide policy on aids at all. The figures show that over all at the time of the questionnaire, 61% of Canadian universities did not have a general university AIDS policy in place.

Certain universities, however, are clearly pioneers in developing such policies. British Columbia, Carleton, Dalhousie, Memorial, New Brunswick, Queen's, Lethbridge, Simon Fraser and Trent are among those which have developed policy statements. There have been thoughtful and humane reports at a number of universities, for example Queen's and Victoria.

CAUT issued a policy statement on AIDS and the universities in the fall of 1988. It called on universities to develop local comprehensive AIDS policies which would ensure effective education and fair treatment of faculty and students who were affected by the disease.

Universities normally regard themselves as leaders in the community. That leadership would, of course, have to begin internally on the university campus. Where universities create effective AIDS educational programs and where they act as model employers in regard to AIDS victims, they undoubtedly will have a beneficial impact on the community at large.

However, the questionnaire revealed a mixed response. It was sent to university presidents asking if there was a university-wide AIDS policy on their campus. The response was as follows:

Yes	21
Developing	17
No	16
Total	54

There were 12 who did not reply at all.

The negative responses are by no means restricted to small universities who might consider that they did not have the means to develop such a policy. For example, British Columbia and Queen's, Trent and Lethbridge all had policies. Nor is there any regional pattern to the results. McGill and Ottawa were among those who had no overall university policy. McMaster, Manitoba, Laval, and St.Mary's were among those developing one.

The source of such policies as exist is also interesting:

President	6
President & Board of Governors	4
Board of Governors	5
Senate*	4
President & Senate	1
Medical Director	1
Total	21

*includes 1 adopted but not yet proclaimed.

This suggests that the collegial bodies of the university such as the Senate or the General Faculties Council have not been very interested in the development of policy although in some cases the university may have failed to report senate approval prior to action by the board of governors. It is interesting, however, that presidential action alone is the largest category. This may be part of a larger trend by collegial bodies to hand over controversial policy areas whether on AIDS or sexual harassment to the president because they cannot or will not develop their own.

The faculty associations also appear to be largely invisible in this process. Yet clearly, AIDS guidelines in regard to employment, employee benefits, occupational health and safety, all potentially affect members of the faculty association or union. Individual faculty members on particular campuses have, of course, given a great deal of their time to the development of policy, but collectively, the faculty seems indifferent. At Memorial University, for instance, which has one of the better developed AIDS programs in Canada, faculty were asked to participate in the AIDS awareness week by reading a factual statement to their classes. Most were not willing to do so (Memorial University Gazette, vol.20, no.14, 7 April 1989).

One of the most obvious areas in which the university should have a proactive policy is in the education of its own students. Even here, the results are mixed. The university was asked two questions - whether it had a general educational program about AIDS for students and whether it had such a policy as part of the orientation for new students.

The responses were:

Question 1:

yes	35
no	15
developing	2
n/a	2
TOTAL	54

Question 2:

yes	21
no	24
developing	4
n/a	5
Total	54

Once again, there was a mix of large and small universities which answered no to both questions. It should be noted that the questionnaire did not differentiate between administrative and student-run programs and did not distinguish the content or quality of the program. Some universities distribute a brochure and permit individual consultation at the Health Service. Others such as, for example, Memorial, Carleton, Dalhousie, New Brunswick, and Concordia have significant official educational programs. Those that have such programs tend to be concerned about finding the most effective educational tools for reaching the various constituencies in the university. Research in this area may well assist general public educational programs in the community.

The universities were also asked if they had specific educational policies in regard to AIDS for faculty or support staff. Twelve said they had such policies for faculty and fifteen for support staff although in some cases this appears to be limited to informing individual employees that they can consult the health service if they wish. The overwhelming majority had no such policies and did not appear to be developing them. It is fairly clear that most universities have not considered such educational policies important although one university president responded by saying that the most concern about AIDS had been expressed by the support staff of the university.

Universities with AIDS policies were asked to supply them as part of the questionnaire. Generally speaking, such policies are humane and rational. None of them require and most expressly oppose the mandatory testing of faculty, students or support staff. A few have adopted the exceptions approved by the Canadian Human Rights Commission of which the only one that seems applicable to the universities is the category of persons engaged in intrusive medical work such as surgery. Policies specific to the faculties of medecine and dentistry were excluded from the survey. Nevertheless, many general policies, particularly in universities with medical and dental faculties, deal with the question of exposure to blood and semen products and approach this problem by instituting proper safety arrangements. All the policies place a high premium on education, particularly of students. This is specially true of those policies which deal with student residences where the general rule is not to exclude HIV carriers or students with AIDS but to consider, at their request, private rather than shared accommodation. There is some division about sports policies. The majority do not exclude HIV carriers or those with AIDS from sports programs unless they are physically unfit to play. Such programs depend on proper safety regulations and equipment. A minority ban HIV carriers and students with AIDS from certain sports although it is something of a mystery of how this might be enforced without mandatory testing since many HIV carriers are unaware of their condition.

University administrations were asked whether or not students who were HIV carriers or had AIDS had access to the university medical services. In virtually all cases, the answer was yes although in one or two institutions the answer was no. Administrations were then asked if students had access to testing when if they wished it and to treatment. In both cases, the large majority answered yes although there were more that answered no than in the general question. The answers to the last question should be treated with some reserve since smaller universities tend to refer student patients who want testing or need treatment, and the questionnaire did not make it clear that in such cases the answer should be yes. Furthermore, the French translation was less than helpful on the second question. The questionnaire did not ask whether there were any costs to the students or the extent of the coverage for treatment.

All the universities which supplied their AIDS policies to the authors guaranteed confidentiality although what this meant varied from place to place. Some universities only release information about AIDS as required by law, e.g. where the provincial health authorities require reporting. Others say the information would be made available only on "a need to know" basis, but in most cases, this remains undefined and is unlikely to be reassuring to those who want confidentiality. A few universities promised absolute confidentiality but neglected to say in the policy that their provincial laws required reporting to the medical officer of health.

An additional questionnaire was sent to university faculty associations which dealt with the treatment of HIV carriers and AIDS victims among the faculty. All but one (25 respondents) reported that those who developed AIDS would be treated under the short-term and long-term disability plans of the university. One did not know. One administration, however, reported that employees who contract the disease and become incapable of working would be fired. All associations reported that none of their fringe benefit plans differentiated HIV carriers or AIDS victims from others covered by the plan. All but one association reported that the university would not prevent those who were HIV carriers or had AIDS from carrying out their teaching and research duties provided they were physically able to do so. The university policies that were supplied conformed to this last perception.

Virtually all faculty associations reported that their group life insurance policies did not require mandatory testing for the AIDS virus. We suspect,

See "AIDS", page 12

Les politiques sur le SIDA des universités canadiennes

D.C. Savage et Mariette Blanchette ont présenté la communication ci-dessous à la Ve Conférence internationale sur le SIDA, tenue à Montréal en juin 1989. Ils ont mené une étude des politiques administratives et éthiques des universités canadiennes au moyen d'un questionnaire puis au téléphone, pour un suivi. A la conférence, les personnes intéressées aux politiques des universités sur le SIDA ont formé une groupe de travail et d'information. Les lecteurs qui s'intéressent à la question des politiques sur le SIDA devraient communiquer avec Mariette Blanchette au secrétariat de l'ACPU.

En raison de leur rôle en éducation, dans le domaine de la recherche et en tant qu'employeurs, les universités devraient être les chefs de file dans l'élaboration de politiques humaines et rationnelles sur le SIDA. Les auteurs ont distribué des questionnaires aux recteurs d'université et aux associations de professeurs afin de vérifier dans quelle mesure les universités ont élaboré leurs propres lignes directrices internes sur le SIDA, que ce soit sous la forme de programmes d'éducation à l'intention des étudiants et des employés ou de garantie de traitement équitable pour les porteurs du VIH et les victimes du SIDA au sein de la collectivité universitaire.

Les résultats sont partagés. Des 54 universités qui ont répondu, 39 % ont élaboré des lignes directrices sur le SIDA à l'université. En comparaison, 4 % des entreprises privées canadiennes disposent d'une politique, de procédures ou d'un programme d'éducation sur le SIDA pour leurs employés (le Citizen d'Ottawa, le 4 juin 1989). Par ailleurs, 31 % des universités sont en train d'élaborer des lignes directrices de ce genre tandis que 30 % n'ont adopté aucune politique d'application générale sur le campus, ce qui est fort inquiétant. Dans l'ensemble, d'après les résultats, 61 % des universités n'avaient pas mis en place de lignes directrices générales sur le SIDA au moment du sondage.

Toutefois, certaines universités sont manifestement des pionnières en ce qui concerne l'élaboration de telles lignes directrices. Les universités de la Colombie-Britannique, Carleton, Dalhousie, Memorial, du Nouveau-Brunswick, Queen's, Lethbridge, Simon Fraser et Trent figurent parmi celles qui ont mis au point des énoncés de principes. Un bon nombre d'universités, notamment l'Université Queen's et l'Université de Victoria, ont soumis des rapports réfléchis et fondés sur l'aspect humain.

A l'automne 1988, l'ACPU a publié un énoncé de principes sur le SIDA dans les universités. L'énoncé invitait les universités à élaborer, localement, des lignes directrices complètes sur le SIDA qui renseigneraient efficacement sur la question et qui garantiraient un traitement juste aux professeurs et aux étudiants atteints de la maladie.

D'ordinaire, les universités se considèrent comme les chefs de file de la collectivité. Bien entendu, il faudrait que ce leadership se manifeste d'abord sur le campus même. Si les universités créent des programmes d'éducation efficaces sur le SIDA et si elles se montrent des employeurs modèles vis-à-vis les victimes du SIDA, elles exercent, sans l'ombre d'un doute, un effet bénéfique sur l'ensemble de la collectivité.

Cependant, les réponses au questionnaire sont partagées. Envoyé aux recteurs d'université, le questionnaire leur demandait s'il existait à l'échelle de leur université une politique sur le SIDA. Voici la répartition des réponses:

Oui	21
En voie d'élaboration	17
Non	16
Total	**54**

12 recteurs n'ont pas répondu.

Les réponses négatives ne sont aucunement limitées aux petites universités qui pourraient soutenir qu'elles n'ont pas les ressources pour élaborer une politique de ce genre. A preuve, les universités de Colombie-Britannique, Queen's, Trent et Lethbridge disposent toutes de lignes de directrices sur le SIDA. Il n'existe pas non plus de tendance régionale. En effet, les universités McGill et d'Ottawa figurent parmi celles qui n'ont pas de politique globale sur le campus. Les universités McMaster, du Manitoba, Laval et St. Mary's sont parmi celles qui sont en train d'élaborer des lignes de conduite.

Il est également intéressant de constater le lieu d'origine de ces politiques:

Recteurs	6
Recteurs et conseils d'administration	4
Conseils d'administration	5
Sénats*	4
Recteurs et sénats	1
Directeurs de services de santé	1
Total	21

*comprend une politique adoptée mais non promulguée.

Ces résultats laissent entendre que les instances collégiales de l'université comme le sénat ou le conseil général des facultés se sont montrées peu intéressées à l'élaboration de ces lignes directrices bien que, dans certains cas, l'université peut ne pas avoir fait état de l'approbation du sénat avant tout geste de la part du conseil d'administration. Fait intéressant à souligner toutefois, les recteurs ayant agi de leur seule initiative, constituent la plus grande catégorie. Ce phénomène peut s'inscrire dans une plus large tendance de la part des instances collégiales à remettre entre les mains des recteurs des politiques controversées, qu'elles soient sur le SIDA ou sur le harcèlement sexuel, parce qu'elles ne peuvent pas élaborer leur propre politique ou ne le feront pas.

Les associations de professeurs semblent également absentes, dans une large mesure, de ce processus. Il est clair, pourtant, que les lignes directrices sur le SIDA, en ce qui a trait à l'emploi, aux avantages des employés, à la santé et à la sécurité au travail, sont tous susceptibles de toucher les membres des associations de professeurs ou de syndicats. Bien entendu, des professeurs de certaines universités ont donné beaucoup de leur temps pour élaborer des lignes directrices. Toutefois, collectivement, les professeurs paraissent indifférents. A l'Université Memorial par exemple, où l'on retrouve l'un des meilleurs programmes sur le SIDA au Canada, l'on a demandé aux professeurs de participer à une semaine de sensibilisation au SIDA en lisant un énoncé de faits à leurs étudiants. La plupart n'ont pas voulu le faire (Memorial University Gazette, vol. 20, no 14, 7 avril 1989).

Là où il est le plus évident que les universités devraient avoir une politique fonctionnelle, c'est auprès de leurs étudiants. Mais même là, les résultats sont partagés. Nous avons posé deux questions aux universités, à savoir si elles ont un programme général d'éducation sur le SIDA pour les étudiants et si elles ont une telle politique dans le cadre des services d'orientation offerts aux nouveaux étudiants.

Voici les réponses:

Question 1:	
oui	35
non	15
en création	2
n/d	2
Total	**54**
Question 2:	
oui	21
non	24
en création	4
n/d	5
Total	**54**

Une fois de plus, un mélange de grosses et de petites universités ont répondu non aux deux questions. A remarquer que le questionnaire ne faisait pas la différence entre les programmes de l'administration et ceux des étudiants et ne faisait pas non plus la distinction entre le contenu et la qualité des programmes. Certaines universités distribuent une brochure et permettent la consultation individuelle au service de santé. D'autres, notamment les universités Memorial, Carleton, Dalhousie, du Nouveau-Brunswick et Concordia, offrent des programmes d'éducation officiels d'envergure. Ces universités ont tendance à chercher l'outil pédagogique le plus efficace qui réussira à atteindre les différents sous-ensembles de l'université. La recherche dans ce domaine pourrait très bien contribuer à l'élaboration de programmes d'éducation générale à l'intention du public dans la collectivité.

On a aussi demandé aux universités si elles avaient des lignes directrices précises visant à renseigner les professeurs et le personnel de soutien sur le SIDA. Douze ont répondu qu'elles en avaient pour les professeurs et quinze pour leur personnel de soutien. Bien que, dans certains cas, ces lignes directrices semblent se limiter à informer les employés qu'ils peuvent consulter le service de santé s'ils le désirent. Une écrasante majorité n'a aucune ligne directrice de ce genre et ne semble pas être en train d'en élaborer. Il est clair et net que la plupart des universités ne considèrent pas les programmes d'éducation comme importants quoique un recteur d'université ait répondu que le personnel de soutien était le groupe qui avait manifesté le plus son inquiétude face au SIDA.

Les universités dotées de lignes directrices sur le SIDA furent priées d'en joindre une copie au questionnaire. En règle générale, ces lignes directrices se fondent sur l'aspect humain et sont rationnelles. Aucune d'entre elles n'exigent des professeurs, des étudiants et du personnel de soutien de subir un test de dépistage et la plupart s'y opposent ouvertement. Quelques-unes ont adopté les exceptions approuvées par la Commission des droits de la personne du Canada, dont une seule semble s'appliquer aux universités, soit celle visant la catégorie de personnes qui participent à des activités médicales gênantes comme la chirurgie. Nous avons exclu du sondage les lignes directrices s'appliquant spécifiquement aux facultés de médecine et de sciences dentaires. Néanmoins, de nombreuses lignes directrices générales traitent de l'exposition aux produits sanguins et au sperme et abordent le problème en mettant en place des mesures de sécurité adéquates, en particulier dans les universités ayant des facultés de médecine et de sciences dentaires. Toutes les lignes directrices insistent énormément sur l'éducation, en particulier des étudiants. Cela est surtout vrai dans le cas des lignes directrices relatives aux résidences étudiantes où la règle générale n'est pas d'exclure les porteurs du VIH ni les étudiants atteints du SIDA mais d'envisager, à leur demande, une chambre privée plutôt qu'une chambre double. Cependant, en ce qui concerne les politiques dans le domaine des sports, la question crée une certaine division. La majorité n'exclut pas les porteurs du VIH ou les sidéens des programmes sportifs à moins que leur condition physique ne leur permette pas de faire du sport. Ces programmes dépendent de règles de sécurité et d'équipement adéquats. Une minorité interdit aux porteurs du VIH et aux étudiants atteints du SIDA de pratiquer certains sports. Toutefois, la façon de mettre en vigueur ces lignes directrices sans test de dépistage obligatoire relève du mystère puisque de nombreux porteurs du VIH ne sont pas conscients de leur état.

Nous avons demandé à l'administration des universités si les étudiants porteurs du VIH ou atteints du SIDA avaient ou non accès aux services de santé de l'université. La réponse est affirmative dans pratiquement tous les cas bien que une ou deux universités aient répondu non. Nous avons ensuite demandé aux administrations si les étudiants pouvaient subir un test de dépistage lorsqu'ils le demandaient et s'ils pouvaient être traités. La grande majorité a répondu oui dans les deux cas bien que plus d'universités aient répondu non à la deuxième plutôt qu'à la question générale. Les réponses à la dernière question méritent une certaine réserve puisque les universités plus petites ont tendance à renvoyer aux personnes compétentes les étudiants qui désirent subir un test de dépistage ou ont besoin de traitement. En outre, le questionnaire ne précisait pas qu'en de telles circonstances il fallait répondre oui. Par

Voir "SIDA", page 12

Indian Students – further interim changes announced to PSSAP

Peter R. King

On September 12, 1989, Indian Affairs Minister Pierre Cadieux announced a number of further changes to the federal government's Indian Post Secondary Student Assistant Programme, PSSAP. The changes are all interim in nature, and seek to address only those matters where, according to Cadieux, "action can be taken now to benefit students in September 1989". They do not address, therefore, the broader question of adequate funding for the programme, nor do they meet the profound conviction of Indian people that post-secondary education is a treaty right, although there is a suggestion that the Minister is prepared to consider this matter further.

CAUT has maintained a fairly high profile position in lobbying for support of Indian and Inuit university students. Council resolutions in November 1987 and again in May 1989 called on the federal government in quite unequivocal terms to provide sufficient funds to support all qualified students and protested the capping of federal government funds available for this purpose. Most recently, CAUT presented a brief to the Commons committee on Aboriginal affairs, which was examining this question, in April of this year.

To appreciate the impact of these latest changes, a review of what has happened to date is perhaps useful. From 1973, when the program was instituted, to 1987, all registered Indian and Inuit students were eligible for support under PSEAP (Post-Secondary Education Assistance Program). The programme covered all expenses incurred for tuition, supplies, travel, transport, etc. with no strict individual monetary limit but a limit of 96 months of study for which a student could receive funding. The programme was mightily successful. The number of students supported grew from some 3500 in 1977 to over 12,000 in 1987. But of course it cost money — over this same ten-year period the budget grew from some $8 million to $94 million (in current dollars). As a result, in May 1987 the federal government imposed a funding limit, a cap on the funds available.

The cap, significant because prior to its imposition the budget was expanded as necessary to fund all qualified students, was accompanied by a five-level priority list. Students in a lower category might now not be funded, or at the very least might have their funding deferred. While neither the department nor the government advanced any rationale for the limit other than the purely financial one — it's a successful programme which has begun to cost too much money — they have both steadfastly denied that the funds are capped. At the same time there were a number of other changes to the programme; among the most significant were that graduate students received no additional funding and that there was no appeal mechanism for denied students if funding was refused due to a lack of regional funds.

It is not an exaggeration to say that these changes, and the cap in particular, were greeted with outrage among Indian and student groups. As mentioned above, CAUT lent its voice to the protest at the November 1987 Council meeting. CAUT's position was based as much as anything on our policy of accessibility of post-secondary education to all qualified students — here clearly was a case where non-academic reasons would bar deserving students, and students coming, surely from a particularly deserving group, from attending university or college. Perhaps the facet which most upset the Indian community was that they regard education, including post-secondary education, as a treaty right, which right was now being violated. This was coupled from their perspective with the lack of any consultation on the part of DIAND or any other wing of government prior to the declaration of these changes.

These changes were viewed by DIAND as interim, and they formed the foundation for a series of drafts of the present-day policy — to which Cadieux has just now announced these further interim changes. DIAND began to circulate its regional offices in June 1988 with these drafts with instructions to hold consultation sessions with local leaders from May to September 1988. In fact the consultations lasted until December 1988, and the new policy, PSSAP (Post-Secondary Student Assistance Program) was redrafted for implementation in April of this year. There are a number of differences between the draft proposals and the PSSAP policy as it eventually appeared. In the draft proposals, the five selection criteria referred to above were expanded to nine and a limit of 48 months was placed on travel and living expense allowances. One remarkable feature of PSSAP is that the selection criteria were removed from the policy. In their place DIAND nevertheless insists that criteria for approval of applicants be determined by the organisation administering the program. The administering organisation may be DIAND itself, but may also be a band or a tribal council. This particular item has raised a great deal of concern — some have suggested that the DIAND, while making inadequate funds available is now washing its hands of the difficult selection process. The time limit was also altered to "official program length". This has raised the concern that students supported by this programme will have less flexibility in the pattern of their studies than students receiving other forms of support.

The most recent adjustment to the programme comprises a further nine changes. Again, these are interim in nature. While some are purely technical, such as a further name change — the programme will now be known as the Post-Secondary Student Support Program, PSSSP — others are more substantive. If at first sight the changes appear positive, it has to be borne in mind that no additional money is to be made available — the cap remains and the new changes must all be implemented within the existing funds. As a result, measures which would be useful if money were available may have to be abandoned in favour of other alternatives. The lack of any additional monies, therefore, makes these latest changes far less beneficial in practice than might at first sight appear.

One good illustration of this is the new provision that administering organisations can now develop their own rate structures. The Minister suggests that these can thereby be made appropriate to local needs. But the rub is that such structures must stay within the existing budget provided by the department. This may make it harder, rather than easier, for a band to administer funds. A band might, for instance, have to weigh a higher award level for students travelling to a distant university, against say support for a greater number locally, and one wonders how a band is to go about making such tough choices. Under a second interim change, childcare support levels for single parent families and for families where both parents are students have been changed back to the levels of the old policy in cases where this rate would have been greater. However glad one is to see improvements in support for childcare, one's applause must be severely mooted, since of course no more money has been made available for it. A band may now have to weigh enhanced childcare for one student against other forms of support for others, while the Minister will doubtless claim credit for improving a worthy social measure.

Under one of the other interim changes, students who enrolled under the earlier policy will continue to benefit from the superior months of assistance provision in that programme — a useful clarification for some. Again, the definition of "programme of study" in the policy has been helpfully clarified to include all "post-secondary programmes, at least one academic year in duration, leading to a certificate, diploma or degree". And the policy has been amended to clearly provide support (the split infinitive is the Minister's, not this author's) for Doctors and Masters degree students.

These three measures may be sound in principle, but with no additional money added to the progoramme to finance them, they appear to lose most of their effectiveness. Forced to operate within the same fixed, inadequate budget, administering organisations will be faced with the difficult decisions that the very merits of these competing measures imply. Might a tribal council be pressured to support a greater number of students attending a local community college over a student needing to travel for a four-year professional degree? How is a band to set such priorities for itself? Were the Minister sincere about improving the programme in these directions, one would have expected that the means to do so would be forthcoming rather than just the rhetoric and the empty framework.

Although the interim changes were announced on September 12, they are retro-active to the beginning of the 1989-90 fall term. The Minister also stated that the appeals process will be spelled out in greater detail, and indicated that other issues remain under discussion without identifying what these might be.

Potentially the most positive aspect of the Minister's announcement occurs in the penultimate paragraph of his letter, in which he suggests that he is prepared to consider further the question of treaty rights and post-secondary education in a "separate forum where a full discussion of this important issue can take place." Certainly this rhetoric is preferable to that which appeared in the Minister's letter of March 1989 to chiefs and councils, when he intimated that "the days of rapid expansion and unlimited access to the programme are over". But it would be unacceptable if real improvements to the programme, including above all else the provision of adequate funds to support all who are qualified, were to be replaced by a lengthy, sterile debate. Certainly efforts to resolve the treaty question must proceed, but there is no reason why still more qualified Indian students should be denied support to attend university during the period of that resolution.

Salary arbitration at UBC – Again

by Rosanne Hood, Executive Director
UBC Faculty Association

The arbitration hearing to determine the 1989/90 salary increase for members of the UBC Faculty Association was held August 8-11 1989. The same arbitration board which handed down the 1988/89 award heard four days of submissions from the Faculty Association and the Administration. At issue was the University's ability to pay a salary increase, and the preservation of a reasonable ratio between the salaries of members of the bargaining unit and other expenditures from the University's General Purpose Operating Funds.

In its 1988/89 arbitration award, the board concluded that in negotiating the Framework Agreement

> **The parties have agreed that the University has the ability to pay an amount in respect of faculty salaries if doing so preserves a reasonable ratio between that amount and other expenditures.**

In canvassing the meaning of the phrase "reasonable ratio" and how it could be applied, the board in its 1988/89 award went on to say:

> **. . .The present ratio, as we have indicated above, is 42,1%, so that on this view, it must be deemed to be**

See "Salary", page 12

Impact of Federal Goods and Services Tax on Universities

By Robert Kerr

"The fundamental rethinking and overhaul of the taxation system involved in the goods and services tax makes this an opportune time to recognize that the tax system and tax changes should have a completely neutral impact on the funding budgeted for public services." This is the central theme of a brief filed September 15 on behalf of CAUT with the House of Commons Finance Committee as the Committee was about to commence six weeks of public hearings on the proposed new federal tax.

The tax proposal, which would replace the existing manufacturer's sales tax with a multi-stage tax at the rate of 9% on most goods and services, includes a number of provisions to limit its impact on basic public services, such as education, when provided by public institutions, such as universities. Education, along with health care, day care and legal aid, will be "tax-exempt" services. This means that no tax will be added when charges such as tuition are collected for the service.

Student books, equipment and supplies will be subject to the full impact of the tax. CAUT's brief condemns the imposition of this new tax burden on students and calls for a tax exemption or tax credit to offset its adverse effects. Residence accommodation and meal plans for students will be "tax-exempt".

Universities will have to pay taxes on equipment, supplies, and other goods and services purchased by them. There will be a rebate system under which a portion of this tax would be refunded. The rebate is intended to offset the additional tax that will be collected from public institutions such as universities in comparison to the tax which is already being paid under the existing federal sales tax.

CAUT'S brief identifies a number of problems with this system. Since less than the full tax will be rebated, there will continue to be a real burden of federal tax on education. This will transfer into the federal Treasury moneys that were budgeted for education. Moreover, the initial payment of the tax will impact on the cash flow of universities while these funds circulate through the vendor and Revenue Canada before they come back to the universities via the rebate system.

The rate of rebate will be a single rate determined on the basis of the total impact of the new tax and the existing tax on the post-secondary education sector. Since individual institutions may experience considerable variation in the actual effect of the new tax, this approach could easily create winners and losers with some institutions actually benefiting from the new system while others wind up with a significantly increased tax burden. In the event of any future increase in the goods and services tax, the tax burden on education will increase in the absence of provision for upward adjustment of the rebate rate.

Ordinarily under the proposed tax scheme, a business will be allowed a "tax input credit" when it pays tax on goods or services purchased for business purposes. This credit would be offset against the tax which the business later collects when it sells its own goods or services. As a result there would be no compounding of the tax as goods and services move through the various stages of production and distribution.

Because education services provided by universities will be "tax-exempt", there is to be no "tax input credit" from fees paid for these services. When a business purchases an educational service from a university, therefore, unrebated tax will be buried in the cost. This tax burden will be compounded when the business recovers its costs by selling its own goods and services.

The federal proposal fails to reveal the tax treatment to be accorded to research. While it is to be hoped that research funding generally is perceived as a grant, rather than a sale that would give rise to tax, this has not been spelled out clearly. If this is not addressed in the legislation, there would be a risk that Revenue Canada officials might adopt the interpretation that any funding arrangement is taxable.

CAUT's brief endorses the practical recognition of day care as a basic public service in the same category with health care and education. It argues, however, that for this, as well as other public services, the funding provided should not be taken away through the tax system. As a "tax-exempt" service, day care would still bear a burden of taxation on any goods and services purchased by care-educators.

The CAUT Brief was prepared under authority given to the Executive by the Council in May to lobby with respect to the technical details of the goods and services tax. These details were finally made public in August. These issues have been placed on the Council agenda for October and plans have been made for a CAUT delegation to appear before the Finance Committee following the Council meeting.

Teaching, learning, and food for thought at UPEI

by Mary West

"This kind of thing is for everyone who is open to the process of having some common assumptions shaken", said a participant at the University of Prince Edward Island's *Faculty Development Summer Institute*, reaching, as he spoke, for a third helping of the August lobster catch.

The speaker could have been referring to the famed island supper with which the five day institute, held in Charlottetown, usually ends. Fortunately, his table companions knew better.

Designed to bring together some 30 Canadian and U.S. faculty members who are seeking fresh ideas about teaching or ways in which they can increase their effectiveness in the classroom, the institute usually achieves much more than this.

"People come here because they are motivated to improve the way they teach", says Jim Griffith, director of the UPEI summer institute, "and I would hope they go away with a renewed understanding of themselves as individuals and the role they can play in student development".

Mr Griffith was instrumental in getting the Institute started seven years ago. This was shortly after he had returned from spending a sabbatical year at the University of South Carolina (USC) studying and participating in USC's exemplary freshman program.

The USC program was born in the aftermath of campus riots that took place in the U.S. during the early 1970s, a time when student retention was at its lowest ebb. In an effort to revitalize the freshman year, an interdisciplinary foundation course was developed with the object of "making students more effective consumers of their education", promoting faculty development and humanizing the university environment.

One of the concepts on which *University 101* is based, is that it is crucially important to sensitize faculty to the needs and problems of first year students.

With over 20 years of student counselling experience behind him, Jim Griffith says that when this is done well most faculty members have shown themselves willing to not only try new approaches to teaching, but also to point the way to other university resources that can help students develop to their fullest potential.

Impressed with what he saw of this aspect of the *University 101* program Mr Griffith felt, that with some adjustment, it would work at his own institution.

Under the resourceful guidance of Jerome Jewler, co-director for instruction and faculty development in the *101* program, a workshop was organized which became an annual event and thus the *Faculty Development Summer Institute* was born.

Today the Institute still operates in conjunction with USC but has gradually moved from an emphasis on freshman studies to one that deals with aspects of teaching and learning as a whole. It continues to be based, however, on the belief that the more the student is involved in the learning process, the better it is for all concerned.

In addition to Professor Jewler, there are now four Canadian instructors or "facilitators" as they prefer to be known. Each is from a different university but all have considerable experience in student counselling as well as in academic teaching.

From the outset it is clear that the first goal of the institute's five-day workshop is to build a sense of group cohesiveness. The 30 participants—who attended the Institute last August—are invited to begin the workshop by sharing some personal information, including the values they hold about the purpose of higher education and the reasons that led them to pursue a career in this field. Communication is further enhanced as the workshop progresses by a series of tasks and exercises designed to promote group interaction. Participants learn that good communication or—getting and giving—feedback is very important for building trust in the classroom and motivating the students to keep up a good level of learning.

Institute participants are also given 3 x 5 feedback cards on which to record their own reactions to the various workshop activities. This prompts one participant to suggest that the group's views on the purposes of higher education are seen only from "an elite professorial stance" and do not correspond at all with the view of students who are "overloaded with work, stressed out and victims of poorly organized examination schedules". A discussion on how the course workload faced by most first year students could be scaled down to a more manageable level, then ensues.

In the next phase of the workshop participants have the opportunity to recall some of their own problems and experiences as undergraduate students.

Some wryly acknowledge that, depending on how long ago they were freshman, the needs of today's "consumer-oriented" students may be quite different from their own. But all agree that the similarities are there, the same anxieties about academic work, lack of focus, peer pressure, pressure to succeed and the same tendency to procrastination.

Empathy for the students position is further increased when participants are put into a classroom situation and subjected to a number of stereotypically bad teaching styles. This exercise not only shows the acting talents of the workshop instructors, it also encouraged participants to note down the personal qualities and teacher characteristics they might want to introduce into their own classroom presentations.

The goal of the third—and perhaps most successful phase of the workshop—is to show that critical skills such as writing and effective study methods have their place across the curriculum. Participants are assured of the usefulness of explicitly introducing students to better writing, reading and note-taking skills — "rather than relying on the ad hoc discovery by some lucky students". Strategies

See "Teaching".

AIDS

Continued from page 8

however, that the more specific response from one or two associations was more accurate, namely that the general life insurance coverage under the university policy does not require medical testing of any kind including testing for AIDS for the basic amounts but that additional coverage does so and the insurer may deny such insurance for a variety of illnesses including AIDS. Two universities reported that the life insurance plan requires mandatory testing for AIDS. No faculty association reported any case where an insurance carrier attempted to restrict pay-outs to the estate of a member who died of AIDS. In fact, the insurance industry seems to be moving towards the idea that, if the beneficiaries agree, the pay-out on life insurance may be provided to meet the costs of the terminal illness and that this service should not require any extra payment as is usually the case in the United States.

It would appear, therefore, that most universities have employee policies which ensure that HIV carriers and those with AIDS do not face discrimination. However, further research is needed to follow up on the fate of actual individual cases.

Eight years after the disease was identified in North America, Canadian universities are moving towards the adoption of comprehensive university AIDS policies. There is little point in deploring their slowness or their initial obsession with legal liability rather than educational leadership. We should congratulate the pioneer workers in the university community, and we should build on their work. We should encourage those universities without AIDS policies to develop them as soon as possible. We should ensure by proper policies and the vigilant administration of them that HIV carriers or those suffering from AIDS, whether students, faculty or staff, are not the victims of discrimination. But what is now needed is to go beyond this initial stage. Canadian universities collectively should be engaged in ensuring that AIDS victims within the university community are well treated. They should also be involved in research to discover the best tools for educating students, faculty and staff so that behaviour patterns do, in fact, change. This is a very considerable and difficult challenge. If Canadian universities do this, they will not only beneficially affect their own campuses, they will also help the community at large. Universities should be a beacon in their communities to dispel ignorance and paranoia. They can only do this if they put their own ship in order first.

June 1989

SIDA

Suite de la page 9

surcroît, la version française de la deuxième question était loin d'être utile. Le questionnaire ne demandait pas si les étudiants devaient engager des frais ou non ni quelle était la portée de la protection en cas de traitement.

Toutes les universités qui ont fourni aux auteurs des copies de leurs lignes directrices ont garanti la confidentialité bien que cela varie d'un endroit à l'autre. Ainsi, certaines universités ne divulguent des renseignements sur le SIDA que si elles y sont tenues par la loi, c'est-à-dire lorsque les autorités médicales de la province exigent qu'elles en fassent rapport. D'autres ne divulguent ces renseignements qu'au besoin. Toutefois, dans la plupart des cas, la question est indéterminée et ne rassurera pas ceux qui désirent la confidentialité. Quelques universités ont promis la confidentialité absolue mais ont négligé de mentionner dans la police que la loi provincial exige de faire rapport au médecin-hygiéniste.

Les auteurs ont expédié un autre questionnaire aux associations de professeurs d'université relatif au traitement des porteurs du VIH et des victimes du SIDA chez les professeurs. Des 25 associations qui ont répondu, la totalité sauf une ont déclaré que les sidéens seraient traités en vertu des régimes d'assurance-invalidité à court et à long terme de l'université. L'une des associations ne savait pas. Toutefois, l'administration d'une université a déclaré que les employés qui contractaient la maladie et devenaient inaptes au travail allaient être congédiés. Toutes les associations ont déclaré qu'aucun de leurs régimes d'avantages sociaux ne faisaient de distinction entre les porteurs du VIH et les victimes du SIDA. La totalité des associations sauf une ont déclaré que l'université n'empêcherait pas les porteurs du VIH et les victimes du SIDA de s'acquitter de leurs tâches d'enseignement et de recherche à condition qu'ils soient aptes physiquement à le faire. Les lignes directrices des universités qui nous furent fournies sont conformes à cette perception.

Pratiquement toutes les associations de professeurs ont déclaré que leur police d'assurance-vie collective n'exigeait pas de test de dépistage obligatoire. Toutefois, nous avons tendance à penser que les réponses plus précises que nous avons reçues d'une ou deux associations sont plus justes, c'est-à-dire que la protection générale de base de l'assurance-vie offerte par la police de l'université n'exige aucun examen médical, y compris le test de dépistage du SIDA. Par contre, toute protection additionnelle l'exige et l'assureur peut la refuser pour diverses maladies y compris le SIDA. Deux universités ont déclaré que le régime d'assurance-vie exigeait le test de dépistage obligatoire du SIDA. Aucune association de professeurs n'a fait état de cas où un assureur a tenté de réduire les déboursés à la succession d'un membre décédé du SIDA. De fait, les compagnies d'assurance semblent pencher en faveur du versement des prestations d'assurance-vie, si les bénéficiaires y consentent, pour rembourser le coût du traitement du malade en phase terminale. De plus, l'industrie de l'assurance croit que ce service ne devrait pas entraîner de déboursés supplémentaires comme c'est habituellement le cas aux Etats-Unis.

Par conséquent, il semble que la plupart des universités disposent de lignes directrices pour leurs employés qui protègent les porteurs du VIH et les sidéens contre la discrimination. Il est cependant nécessaire de pousser plus avant les recherches sur la question afin d'assurer un suivi du sort des cas réels de chacun.

Huit ans après qu'on a identitifié la maladie en Amérique du Nord, les universités canadiennes tendent à adopter des lignes directrices exhaustives sur le SIDA. Il ne sert pas à grand-chose de critiquer leur lenteur ou encore leur peur initiale d'engager leur responsabilité, laquelle aurait plutôt dû faire place à une obsession d'être les chefs de file en matière d'éducation. Nous devrions féliciter ceux et celles qui ont été les premiers à en élaborer au sein de la communauté universitaire et nous devrions poursuivre leur oeuvre. Nous devrions inciter les universités qui en sont dépourvues à élaborer des lignes directrices sur le SIDA aussitôt que possible. Nous devrions nous assurer, au moyen de directives adéquates et par une administration vigilante de celles-ci, que les porteurs du VIH ou les sidéens, qu'ils soient étudiants, professeurs ou employés, ne soient pas victimes de discrimination. Il nous faut maintenant aller encore plus loin. Collectivement, les universités canadiennes devraient s'engager à garantir un traitement suffisant aux victimes du SIDA qui font partie de la collectivité universitaire. Elles doivent également tenter de découvrir de meilleurs outils pour l'éducation des étudiants, des professeurs et des employés afin de modifier les comportements. Voilà un défi de taille. Si les universités s'y mettent, non seulement leur propre campus en bénéficiera, mais aussi toute la collectivité. Elles doivent servir de guide dans leur collectivité pour dissiper l'ignorance et la paranoia. Elles n'y réussiront qu'en agissant d'abord au sein même de leur organisation.

juin 1989

Teaching

Continued from page 11

memorizing and organization of lecture material are also discussed.

Gilbert Zink is attending the institute for a second time says he got so much out of this session that he decided to come back for more. Professor Zink says the result of having introduced the study skills aspect into his own freshman biology classes has already been "better comprehension, increased attention span, heightened interest and better organization of students' work as a whole".

By the time the fourth and final phase of the workshop is reached it is clear from the interplay that takes place, the giving of information from one individual to another, and the sharing of teaching techniques and educational philosophies, that a sense of community has been reached.

It is a good atmosphere in which to hear workshop instructor and psychology professor, Serge Piccinin, talk about "Giving and Receiving Criticism", and an even better one for the final "sensitizing" exercise of the workshop — a mock departmental meeting where some of the participants have to give up their "assumed role and status" as professors and undergo the experience of being contradicted, ridiculed and ignored.

One of three non-faculty people participating in this year's institute was second-year Acadia university student Robert Reeves sent by his student union to see if the faculty development institute offers something that peer counsellors could learn from.

It does. The experience has helped him realize just how much good professors think about, reason, analyze and value their own teaching development.

"What I have learned ", he says of the faculty, student relationship, "is that we need each other to survive".

(Mary West is a freelance education writer based in Ottawa).

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Salary

Continued from page 10

reasonable, and would be more or less determinative of the issue before us. We would be limited to the performance of the relatively simple and almost mechanical task of calculating the amount which is 42,1% of forecast expenditures.

At first blush, that might seem a perverse conclusion. Why invoke the elaborate and costly mechanism of arbitration by three arbitrators, when the question could be resolved in half an hour by someone familiar with the principles governing the computation of total expenditures, equipped with a sharp pencil and a calculator.

Yet, on reflection, it is an analysis which does embody some industrial relations sense, for it leaves these issues to be resolved in free negotiations between the parties.

Unfortunately, "free negotiations" between the parties were unsuccessful again this year. The arbitration board was required to sharpen its pencils yet again.

The Faculty Association awaits the decision of the board.

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0	0	Paris (Gare de Lyon) dep.	0700	0730	0740b	0740	1013e	1010	1023	1041	1142	1142a	1255	1255	1324	1329	1355	1525	1540	1649	1710	1747a	1747	1836	2000
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524	517	Valence 151 arr.	0955		1020	1029	1311	1304					1433	1433	1547	1547		1620		1823	1953	2008	2040	2040	2132	2256
579	562	Montelimar 151 arr.			1102	1102		1327															2104	2104	
664	742	Avignon 151 arr.	1050		1140	1140	1411	1404	1408				1527	1527	1642	1642		1715	1740		1929	2049	2101	2139	2229	
654	742	Avignon 162 dep.	1052		1148	1143	1413	1406	1410				1530	1534	1645	1649		1717	1745		1926	2051	2103	2146	2142	2232
707	805	Nimes 162 arr.			1212			1430						1557		1712			1810		1958		2127	2216		2253
727	855	Montpellier 162 arr.			1238			1457						1633		1738			1835		2025		2154	2236		2325
827	896	Beziers 162 arr.						1536																2312	
779	883	Marseille (St. Ch.) arr.	1146			1237	1511		1509		1622		1738					1810	1935		2025	2144			2225	2325
845	939	Toulon 151 arr.			1244				1553	1556					1639				2021					2221	
940	1024	St. Raphael 151 arr.			1335					1647					1931				2111						
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TERMS AND CONDITIONS:

Min. Stay:	10 days
Max. Stay:	180 days
Stopovers:	4 free of charge. Additional at $50.00 CAD each.
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Non-refundable:	25%

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E. & O.E. 09/89

Atlantic Trains Join France's T.G.V. System

The New York Times/Sept. 18, 1989

The Atlantic T.G.V., the latest of France's high-speed rail lines, on which passengers will ride at around 185 miles an hour, is scheduled to start operation Sept. 24 It is the first stage of a plan to connect the west and southwest of France to Paris and has taken four years to complete. The French hope that the entire project, including a stretch of line to Bordeaux, will be ready in September 1990. E. & O.E. 09/89

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ADELAIDE / HOBART	$ 1767	$ 2012	$ 2231	$ 1950	$ 2194	$ 2414	$ 1519	$ 1766	$ 2047
PERTH	$ 1950	$ 2194	$ 2414	$ 2133	$ 2378	$ 2597	$ 1702	$ 1950	$ 2230
AUCKLAND	$ 1428	$ 1674	$ 1894	$ 1614	$ 1858	$ 2078	$ 1181	$ 1430	$ 1710
WELLINGTON	$ 1492	$ 1736	$ 1956	$ 1675	$ 1919	$ 2139	$ 1244	$ 1491	$ 1772
CHRISTCHURCH	$ 1509	$ 1754	$ 1974	$ 1693	$ 1937	$ 2157	$ 1262	$ 1509	$ 1790

SEASONALITY: LOW : May - August SHOULDER: March, April, September - November HIGH: December - February

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Victoria	$ 80.00	Regina/Saskatoon	$ 230.00	Toronto/London/ Windsor	$ 350.00
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Edmonton	$ 150.00	Montreal/Ottawa	$ 370.00	St. John's, Nfld.	$ 580.00
				Charlottetown	$ 450.00

RULES:

Minimum Stay	5 Days	6 Days	6 Days
Maximum Stay	3 Months	1 Year	2 Months
Stopovers Permitted	2 plus point of turnaround	6 plus point of turnaround	Honolulu in one direction
Advance Reservation	14 Days prior	Anytime before departure	14 Days prior
Ticketing Option	14 Days prior	Anytime before departure	14 Days prior
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CONDITIONS:
- advance reservations and ticketing 21 days prior
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- non refundable 25% once the ticket has been issued.
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Noticeboard

13TH. ANNUAL CONFERENCE OF CANADIAN PARENTS FOR FRENCH, Oct. 26-28, 1989, Banff Centre, Banff, Alberta. Delegates will participate in workshops and seminars dealing with a broad spectrum of issues relating to French language learning. Subjects will range from how young children learn a second language to the challenges of secondary French immersion to an assessment of senior students' abilities in spoken French. Important new federal-provincial legislation which affects the learning of French as a second language, and the implications of a major new study on core French will be among the topics discussed. Keynote speaker is Dr. Roseann Runte, Principal of Glendon College, Toronto. For information contact: Cynthia Steers, (613) 830-8325.

THE JOURNAL FOR INTERCULTURAL STUDIES: Articles are being sought for publication in The Journal for Intercultural Studies. For information contact Dr. A.D. Francis, School of Dramatic Art, University of Windsor, Windsor, Ontario. N9B 3P4. Last day for information: 31 October 1989.

CANADIAN SOCIETY FOR THE STUDY OF HIGHER EDUCATION Annual Conference - University of Victoria, June 3, 4, and 5, 1990. Call for papers: The theme for the 1990 Conference will be 'Higher Education and the Public Policy Agenda'. Associated themes include 'Quality in Higher Education' and 'Multiculturalism in Higher Education'. Contributed papers on these themes as well as other issues of importance to higher education are welcome. The deadline for the receipt of proposals is October 31, 1989. Proposals for papers should be in the form of a two or three page abstract which outlines the purpose of the paper and the major issues which will be addressed. All proposals will be evaluated by the Conference planning committee and notice of acceptance will be sent by January 1990. Further information from: John D. Dennison, Professor of Higher Education, The University of British Columbia, Vancouver, B.C. V6T 1W5; telephone: (604)228-5252; fax: (604)228-6501.

CALL FOR PAPERS: Legal Pluralism, Indigenous Peoples and Minority Law Symposium. The Commission on Folk Law and Legal Pluralism is co-sponsoring an international conference with the University of Ottawa August 15-18, 1990. The primary themes are: (1) Indigenous Self-Determination and Legal Pluralism; (2) Non-Indigenous Ethnic Minority Law; and (3) Legal Pluralism in the Third World After Decolonization. Each theme will include specific panels relating to the particular position and concerns of women. For further information contact Professor Brad Morse, Faculty of Law, University of Ottawa, Ottawa, Ont. K1N 6N5, (613)564-8111 or Dr. Carol LaPrairie, Department of Justice, 239 Wellington St., Ottawa, Ont. K1A 0H8, (613)957-9594.

CCMI/CCEMI - 1990 CONFERENCE - CALL FOR PAPERS: The Canadian Council for Multicultural and Intercultural Education has put out a call for papers suitable for its Fourth National Conference to be held in Ottawa, Ontario, November 24-26, 1990. The Conference theme is 'Multicultural, Intercultural, and Race Relations Education: Taking Ownership'. Educators, community representatives, researchers, and others interested in presenting should submit an abstract of their proposed session by November 30, 1989. The abstracts, no longer than one page, should summarize the title, content and specific nature of the presentation (whether speech, seminar, workshop, or poster session), as well as the time suggested for the presentation. To submit abstracts contact Andrew J. Krewczyk, Program Chair, Race Relations Consultant, Vancouver School Board, 1595 West 10, Vancouver, B.C., V6T 1Z8.

CCEMI/CCMI - CONGRES 1990 - SOUMISSION DE TEXTES: Le Conseil canadien pour l'éducation multiculturelle et interculturelle tiendra son quatrième congrès national à Ottawa, Ontario du 24 au 26 novembre 1990. Une invitation a soumettre des textes sur le thème "l'éducation multiculturelle, interculturelle et raciale: l'Approbation" est lancée aux éducateurs, travailleurs communautaires, chercheurs et toutes autres personnes intéressées. Veuillez nous faire parvenir un résumé de la séance proposée avant le 30 novembre 1989. Ce résumé d'une longueur maximum d'une page doit comprendre le titre, le contenu et le genre de présentation (conférence, séminaire ou atelier) aussi que la durée prévue de la séance. Pour faire parvenir les soumissions s'adresser à Andrew J. Krawczyk, Program Chair, Race Relations Consultant, Vancouver School Board, 1595 West 10, Vancouver, B.C., V6T 1Z8.

ELEVENTH ANNUAL CONFERENCE OF THE CANADIAN APPLIED MATHEMATICS SOCIETY May 29 - June 1, 1990, Harbour Suite, The Nova Scotian Hilton International, Halifax, Nova Scotia, Canada. This conference is intended to provide a forum for discussion of basic problems in the following three topics: (1) Mechanics of Ocean Waves (2) Mathematical Modelling (3) Computational Fluid Mechanics. For further information contact Professor Metin Rehmen, Conference Chair, Applied Mathematics Department, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, Canada, B3J 2X4; tel: (902)420-7724; fax: (902)420-7551. For registration: Mary Meldell, Conference Coordinator, Continuing Education Division, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, Canada, B3J 2X4, tel: (902)420-7793; fax: (902)423-9859.

ETHICS AND TECHNOLOGY - A WORLD CONFERENCE: on October 25 - 29, 1989, the University of Guelph is sponsoring its third international world conference, Ethical Choices in the Age of Pervasive Technology. The conference will bring together prominent individuals from around the world to address issues of critical global importance to those who confront the challenges and choices of the technological age. For further information contact Philip DiNucci, Conference Administrator, Continuing Education Division, University of Guelph, Guelph, Ontario, Canada, N1G 2W1; tel: (519)824-4120, ext. 3117; fax: (519)767-0758.

CONFERENCE - EMPLOYMENT AND UNEMPLOYMENT ON THE PERIPHERY TODAY: State Strategies and Popular Strategies. May 10 - 12, 1990, sponsored by the Centre for Research on the Future of Work, St. Francis Xavier University. Although the Atlantic Region is of natural interest, papers dealing with other peripheral areas are strongly encouraged. The conference is particularly interested in the following topics: reconstructing economies in declining regions; the welfare state in peripheral societies; the employment potential of small scale production; service sector growth strategies; social responses to global pressures. Send proposals by October 31, 1989 to Peter Clancy, Department of Political Science, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0; tel: (902)867-3939/2167.

TEMAGAMI - ACADEMIC PERSPECTIVES October 20-21, 1989, First Annual Conference of INORD (Institute of Northern Ontario Research and Development) to be held at Laurentian University, Sudbury, Ontario. Includes a Panel discussion of interested parties to the land use conflict; scholarly papers presented and to be published under Sessions entitled: Historical/political Context, Native Land Claims, Environmental Concerns, Forestry Issues, Economic Alternatives, and closing remarks; a Friday night banquet with Keynote Speaker. Further information: Dr. Mell Bray, Director, INORD, Laurentian University, Ramsey Lake Road, Sudbury, Ontario, P3E 2C6; tel: (705) 675-1151.

COLLOQUE: "LE DISCOURS FEMININ DANS LA LITTERATURE POSTMODERNE OU QUEBEC?", 2 - 3 nov. 1989. Dans le cadre de ce colloque nous proposons d'examiner le voix des femmes dans les textes poétiques, romanesques et/ou théâtraux d'écrivain-e-s au Québec depuis les vingt dernières années. Ouverture du colloque: Janet Paterson (Université de Toronto) "Postmodernisme et féminisme: où sont les jonctions?" Pour de plus amples renseignements, prière de s'adresser à: R. Koski, Département de français, The University of Western Ontario, University College, London, Ontario, N6A 3K7; tel: (519) 661-2111, poste 5709.

4TH. NATIONAL CONFERENCE ON SOCIAL WELFARE POLICY. "Toward the Nineties: Issues of Theory and Practice". October 24 - 27, 1989 in Toronto. A multidisciplinary program for academics and practitioners. Plenaries. Refereed papers on context and impact of policies; structure and operation of service delivery systems; women, work and welfare; special issues. Workshops planned on demography, work, multicultural access, labour market issues, and other topics. Program and registration form available from the Conference Centre, Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario M5S 1V6.

FIRST CALL FOR PAPERS: Media and Crisis, an International conference to be held at Laval University, Quebec City, Canada, October 4 to 7, 1990. To mark the 20th anniversary of Canada's "October Crisis" of 1970, the Département d'information et de communication of Laval University is organizing an international conference on the role of media in time of crisis, in areas such as: media & terrorism, media & political upheaval, media & economic crisis, media & social crisis. Address all inquiries to: Media and Crisis Conference, Département d'information et de communication, Faculté des arts, Pavillon Louis-Jacques-Casault, Université Laval, Québec, Canada G1K 7P4. Conference Organizers: Bernard Dagenais and Marc Raboy. Telephone: 418-656-5212; FAX: 418-656-7305; Electronic Mail(Netnorth): MRABOY@LAVALVM1.

PREMIER APPEL A COMMUNICATIONS: Médias et Crise, Colloque international à l'Université Laval, Québec, Canada, du 4 au 7 octobre, 1990. A l'occasion de 20e anniversaire de la crise d'octobre 1970 au Québec, le Département d'information et de communication de l'Université Laval organise un colloque international autour du thème "Le rôle des médias en temps de crise", sur des sous-thèmes comme ceux-ci: les médias et le terrorisme, les médias et les bouleversements politiques, les médias et les crises économiques, les médias et les crises sociales. Adresser toute demande de renseignements à: Colloque médias et crise, Département d'information et de communication, Faculté des arts, Pavillon Louis-Jacques-Casault, Université Laval, Québec, Canada, G1K 7P4. Responsables: Bernard Dagenais et Marc Raboy, téléphone: 418-656-5212; FAX: 418-656-7305; Courrier électronique (Netnorth): MRABOY@LAVALVM1.

THE UNIVERSITY OF LETHBRIDGE: FIRST CALL FOR PAPERS: Studies in Technological Innovation and Human Resources (Vol. III): Management and Technology-Mediated Communication. The upcoming Vol. III, Management and Technology-Mediated Communication, will particularly include papers that are: international, interdisciplinary, theoretical, empirical, macro, micro. For information on subject matter possibilities and submission requirements please contact: Drs E. Gallaker, Technology Assessment Research Unit, School of Management, The University of Lethbridge, Lethbridge, Alberta, Canada, T1K 3M4; FAX: (403) 329-2022; E-MAIL: GALTIKE%VP.@UNCAEDU.BITNET.

22nd ANNUAL MEETING OF THE CANADIAN ASSOCIATION OF SPORTS SCIENCES (CASS/ACSS), November 2-5, 1989, at Le Grand Hotel, Montreal. A programme including 12 symposia, as well as free communications and poster presentations, on several topics dealing with the sport sciences, is planned. For more information: Mr. Phillip Gardiner, Department of Physical Education, University of Montreal, Box 6128, Station A, Montreal, Quebec, Canada, H3C 3J7; phone (514) 343-6151, FAX (514) 343-2180.

LA 21ÈME REUNION ANNUELLE DE L'ASSOCIATION CANADIENNE DES SCIENCES DU SPORT (CASS/ACSS), aura lieu du 2 au 5 novembre 1989 au Grand Hotel de Montréal. Une douzaine de symposia, ainsi que des communications libres et affichages portant sur plusieurs aspects du domaine des sciences du sport sont planifiés. Pour plus de renseignements, veuillez contacter M. Phillip Gardiner, Département d'éducation physique, Université de Montréal, C.P. 6128, succursale A, Montréal, Québec, Canada, H3C 3J7. Téléphone: (514) 343-7450, FAX (514) 343-2180.

4TH. NATIONAL CONFERENCE ON SOCIAL WELFARE POLICY: "Towards the Nineties: Issues of Theory and Practice". Following on the University of Calgary's 1987 conference at Banff, a multidisciplinary and multisectoral conference is being planned by a Toronto area consortium of academics and practitioners. Designed for professionals involved with social welfare policy as broadly construed - in non-governmental and governmental bodies and academic institutions. To be held in Toronto, October 24 - 27, 1989. Further information: Donald Bellamy, Faculty of Social Work, University of Toronto, 246 Bloor Street West, Toronto, M5S 1A1; tel: 416-978-4178; Bellamy@UToronto.Bitnet.

ASSOCIATION FOR THE ADVANCEMENT OF POLICY, RESEARCH AND DEVELOPMENT IN THE THIRD WORLD 1989 annual conference: "Professional Responsibilities in a Global Context"; 15 - 18 November, 1989; Saint Thomas, U.S. Virgin Islands; Contact: Dr. Mekki Mtewa, Executive Director, Association for the Advancement of Policy, Research and Development in the Third World, P.O. Box 70257, Washington, DC 20024-1534

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Simon Fraser University
Burnaby, B.C., V5A 1S6 Canada

Applications will be evaluated beginning **December 1, 1989.** Simon Fraser University offers equal employment opportunities to qualified applicants. While all are encouraged to apply, Canadian law requires that consideration in the first instance be given to applicants eligible for employment in Canada at the time of application.

CANADIAN CENTRE FOR CREATIVE TECHNOLOGY

The Canadian Centre for Creative Technology is well-established as a source of world-leading educational programs linking education, business, and technology. The Shad Valley Program has operated since 1981. Now with over 400 students each year, it is funded by more than 200 progressive corporate and government sponsors.

Shad Valley Summer Program

The Centre invites applications for faculty positions with our Shad Valley Program for Grade 11 and 12 graduates. We seek Canada's top university and corporate teachers to transmit their sense of excitement to Canada's future scientific and industrial leaders.

Primary fields for faculty appointments are:

- **Engineering (all fields)**
- **Computer Science**
- **Entrepreneurship**
- **Mathematics**

Other disciplines may also be considered.

Shad Valley will operate on eight campuses in 1990: Acadia, UNB, Sherbrooke (en français), Carleton, Waterloo, Manitoba, Calgary and UBC. On each campus, we bring together tour faculty, six graduate assistants, and fifty very bright and enthusiastic 16-18 year olds for tour intensive weeks in July.

The program includes: lectures, workshops, business and engineering projects, field trips, guest speakers, recreation, teamwork and competition. Our focus is on the development in our participants of a sense of opportunity, community, and potential. This extraordinary non-credit program is residential, challenging, and very rewarding for the right people.

For a 4-6 week commitment, we offer an attractive stipend and opportunities across Canada to work with very high calibre colleagues and students. For further information and applications, please contact:

Dr. Thomas A. Bryant, President
Canadian Centre for Creative Technology
8 Young Street East
Waterloo, Ontario N2J 2L3
Tel: (519)884-8844; Fax: (519) 884-8191

Applications will be considered at any time. For first consideration for the 1990 programs, please contact us before October 27, 1989.

The University of Calgary Academic Positions

THE UNIVERSITY OF CALGARY

The University of Calgary
2500 University Drive N.W.
Calgary, Alberta T2N 1N4

Department of English
ASSISTANT PROFESSOR (two tenure-track appointments) effective July 1, 1990. Preference will be given to candidates with a completed PhD and qualifications in one or more of the following areas: Commonwealth literature, Canadian literature (19th and 20th centuries), and Modern British literature.

Applicants should send a curriculum vitae and arrange to have three letters of reference sent by November 15, 1989 to: **I.W. Adam, Head, Department of English.**

Department of French, Italian and Spanish
ASSISTANT PROFESSOR OF FRENCH (tenure-track) effective July 1, 1990. Preference will be given to a specialist in Quebec Literature with further interest in one or more of the following: Film Studies, Continental Feminist Criticism, Contemporary French Literature or Children's Literature. PhD and publications in field(s) of specialization required. Teaching experience an asset.

Applicants should send a curriculum vitae and arrange for three letters of reference to be sent by December 1, 1989 to: **Dr. D.C. Walker, Head, Department of French, Italian and Spanish.**

Department of Germanic and Slavic Studies
ASSISTANT PROFESSOR OF RUSSIAN (tenure-track) effective July 1, 1990. Candidates with a completed PhD and qualifications in the area of Russian language and language teaching methodologies preferred. Linguistic ability to teach senior language courses required. Teaching experience and an interest in CAI will be an asset.

Applicants should send a curriculum vitae and arrange to have three letters of reference sent by November 15, 1989 to: **Dr. Juergen Jahn, Head, Department of Germanic and Slavic Studies.**

Faculty of Law
ASSISTANT PROFESSOR (tenure-track) effective July 1, 1990. Areas of expertise are open. Required qualifications include graduate work and practice or equivalent experience beyond the first degree in law.

Applicants should send a detailed resume and the names of three referees by November 30, 1989 to: **Constance D. Hunt, Dean, Faculty of Law.**

Faculty of Management
TENURE-TRACK POSITIONS are available in Accounting, Finance, Operations Management, Management Information Systems, Marketing, Policy and Environment, Management of Organizations and Human Resources, New Venture Development, Tourism and International Business. PhD or DBA preferred. The Faculty of Management is an accredited member of AACSB. It occupies a building specifically designed for management teaching and research needs, including classrooms, excellent computer resources and a management library.

Applications should be mailed to: **Dr. Vera Jonas, Associate Dean, Faculty of Management.**

Faculty of Physical Education
ASSISTANT PROFESSOR (tenure-track) effective July 1, 1990. Applicants should have a PhD or equivalent, with research experience in the field of biomechanics and a strong background in mechanics and natural sciences.

Applicants should send a curriculum vitae, a brief description of current research and teaching interests, and the names of three referees should be submitted by November 1, 1989 to: **Dr. W.L. Veale, Dean, Faculty of Physical Education.**

Department of Mathematics and Statistics
ASSISTANT OR ASSOCIATE PROFESSOR (two tenure-track appointments) in Actuarial Science and/or Statistics effective July 1, 1990. An appointment at the Full Professor level in Actuarial Science may be considered for an exceptional candidate who is selected. Candidates in all areas of statistics will be given consideration, however, preference will be given to candidates in actuarial science, applied statistics or statistical consulting. Duties will include undergraduate and graduate level teaching, including large enrolment introductory service courses. The successful candidate will be required to actively engage in research and to participate in the expansion and development of the Actuarial Science and/or Applied Statistics programs.

Applicants should send a curriculum vitae and a brief description of field of interest, and arrange for three letters of recommendation to be sent prior to January 10, 1990 to: **Dr. M.D. Burke, Chairman, Division of Statistics, Department of Mathematics and Statistics.**

Department of Political Science
PROFESSOR IN CANADIAN/COMPARATIVE POLITICS (tenure-track) effective January 1, 1990. Applicants should have a well-established publication record in Canadian and Comparative politics (Western Europe) and experience with graduate supervision. The successful applicant will be expected to teach quantitative methods, Canadian politics and Comparative theory.

Applicants should send a curriculum vitae, and the names and addresses of three referees, by November 1, 1989 to: **Dr. Roger Gibbins, Head, Department of Political Science.**

Department of Educational Policy and Administrative Studies
TWO TENURE-TRACK POSITIONS IN EDUCATIONAL ADMINISTRATION effective July 1, 1990. One appointment may be at the Associate Professor level. Candidates should be specialists in administrative studies. PhD required. An active research program and competence in post-secondary teaching are essential; teaching and/or administrative experience in elementary or secondary schools would be an asset. Candidates for appointment at the Associate Professor level should have a solid research and publication record and successful experience in graduate student supervision. The successful candidates will teach undergraduate core courses and specialized graduate courses in Educational Administration and supervise graduate students in the area of research interest.

Applicants should send a curriculum vitae, and the names of three referees by November 15, 1989 to: **Dr. Robert R. O'Reilly, Head, Department of Educational Policy and Administrative Studies.**

Salary and rank are commensurate with qualifications and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities.

HISTORY

The Department of History of McMaster University invites applications for a contractually-limited sessional appointment, September 1, 1990 to May 1, 1991, in the field of Early Modern Europe up to the French Revolution. Candidates should have a teaching focus in social and economic history. They also should be able to teach an introductory course on Western Civilization. The Ph.D. and some teaching experience would be desirable. The stipend is $22,600. Applications, including *curriculum vitae*, and letters sent by three academic referees, should be addressed to:

Dr. J.C. Weaver, Chairman
Department of History
Chester New Hall 621
McMaster University
1280 Main Street West
Hamilton, Ontario L8S 4L9

The appointment is subject to final budgetary approval. Applications will be accepted until January 31, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster offers equal employment opportunities to qualified male and female applicants.

McGill

FACULTY OF MANAGEMENT
NABISCO CHAIR IN MARKETING

The Faculty of Management at McGill University invites applications and nominations for the newly founded Nabisco Chair in Marketing. Candidates are expected to have an international reputation for research in the area of Marketing. The Chairholder will provide strong leadership in research and teaching programs while developing contacts with the Marketing industry. The position will be at the Full Professor level.

The Chairholder will receive a remuneration package that includes a competitive salary and additional support to ensure continued academic excellence.

Applicants should send their curriculum vitae, a cover letter and the names of three references to:

Dean Wallace Crowston
Faculty of Management
McGill University
1001 Sherbrooke St. West
Montreal, Quebec, Canada
H3A 1G5

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF NEW BRUNSWICK

invites nominations and applications for the position of

DEAN OF THE FACULTY OF ENGINEERING

Candidates should have outstanding academic and administrative qualifications and the ability to provide strong leadership in undergraduate and graduate engineering education and research. Candidates should have experience in maintaining and developing effective and productive relationships with industry, government and the professional community.

The University of New Brunswick is the Provincial university, currently enroling about 7,500 full-time and 2,500 part-time students on its two campuses in Fredericton and Saint John.

The Faculty of Engineering enrolls about 1,400 undergraduate students and 275 graduate students in Departments of Chemical, Civil, Electrical, Mechanical and Surveying Engineering and the School of Computer Science. A Department of Forest Engineering is jointly administered with the Faculty of Forestry, and a program in Geological Engineering with the Faculty of Science. All Engineering programs are accredited.

Applications and nominations should be submitted to:

Dr. R.E. Burridge
Vice-President (Academic)
The University of New Brunswick
P.O. Box 4000
Fredericton, New Brunswick
Canada E3B 5A3

by November 15, 1989. Applications should be accompanied by a current vitae and the names of three referees. It is anticipated that the appointment will be made on or before July 1, 1990.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK

McGill

Vice-Principal(e) (Collège Macdonald) et Doyen(ne) de la Faculté d'agriculture

Le mandat de l'actuel vice-principal (Collège Macdonald) et doyen de la faculté d'agriculture expire le 31 mai 1990. Le comité consultatif formé pour pourvoir à ce poste est à la recherche d'un(e) candidat(e), à compter du 1er juin 1990 dans le cadre d'un mandat de cinq ans, renouvelable.

Le(la) vice-principal(e) (collège Macdonald) a sous sa responsabilité le campus de Ste-Anne-de-Bellevue situé à 40 kilomètres du campus centre-ville. Le(la) doyen(ne) de la faculté d'agriculture relève du vice-principal (enseignement) au chapitre du contrôle et de l'administration des programmes d'enseignement, des budgets et de toutes les activités de la faculté. Le(la) candidat(e) doit posséder une solide expérience administrative et universitaire et s'exprimer avec aisance en français comme en anglais.

Conformément à la législation canadienne en matière d'immigration, cette offre d'emploi s'adresse en premier chef aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s.

Faire parvenir les candidatures, accompagnées d'un curriculum vitae et du nom de trois répondant(e)s, si possible, avant le 31 octobre 1989 à:

Monsieur David L. Johnston
Principal et vice-chancelier
Université McGill
845, rue Sherbrooke ouest
Montréal (Québec) H3A 2T5

McGill

Vice-Principal (Macdonald College) and Dean of the Faculty of Agriculture

The present term of the Vice-Principal (Macdonald College) and Dean of Agriculture ends on 31 May 1990. An Advisory Committee has been established to review this position and it now invites nominations and applications. The appointment, effective 1 June 1990, is normally for a five-year term and may be renewed.

The Vice-Principal (Macdonald College) has overall responsibility for the Ste Anne de Bellevue Campus, located about 40 kilometres from the downtown campus. The Dean of Agriculture is responsible to the Vice-Principal (Academic) for the supervision and administration of the academic programs, budgets, and all activities of the Faculty. Candidates should have appropriate scholarly and administrative experience; facility in both French and English is desirable.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Nominations and applications, accompanied by a curriculum vitae and the names of three referees, if possible, should be submitted by 31 October 1989 to:

David L. Johnston
Principal and Vice-Chancellor
McGill University
845 Sherbrooke St. W.
Montreal, PQ H3A 2T5

UNIVERSITÉ LAVAL

Department of Mining and Metallurgical Engineering

CAMBIOR — NSERC INDUSTRIAL CHAIR IN UNDERGROUND MINING

The Department of Mining and Metallurgical Engineering at Laval University is inviting applications for an Industrial Chair position in Underground Mining. Funding for the Chair has been provided by the mining company Cambior Inc., the Natural Sciences and Engineering Research Council of Canada (NSERC) and Laval University.

This new position involves research and teaching in the area of narrow vein and small scale underground hardrock mining. More specifically, the Chairholder is expected to initiate a research program that will develop mining equipment and new methods of production.

Candidates must hold a degree in mining or mechanical engineering with specialization at the Ph.D. level or equivalent qualifications and an appropriate record of research and/or industrial experience.

The candidate should be familiar with underground mining engineering. Salary will be commensurated with background and experience.

Applicants should send their résumé and the name of three referees by December 1st, 1989 to:

Dr. Edward Ghali, Director
Department of Mining and Metallurgy
Laval University
Quebec City, G1K 7P4, Canada
Tel. (418) 656-7629 or (418) 656-2160
Fax (418) 656-5343

Electrical Engineering at Memorial University of Newfoundland is seeking applications for a two-year appointment at the Assistant Professor level in the area of VLSI/microelectronics. Applicants should hold the Ph.D. degree and must have experience with some facet of VLSI development or application, e.g. development of CAD tools, simulation packages, circuit design, architectures and layout, or implementation of instrumentation tasks or signal processing algorithms. Industrial experience desirable. Successful candidates are expected to contribute actively to research and to teaching at all levels. The appointment commences in January 1990, and applications must be received no later than November 15, 1989. In accordance with Canadian immigration and employment policy, consideration in the first instance will be given only to Canadian citizens and permanent residents. Send curriculum vitae and the names of three persons who can be contacted for reference to: The Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1B 3X5; Telephone (709) 737-8810.

UNIVERSITY OF WATERLOO
CHAIR

Department of Economics

Applications are invited for the position of Chair of Economics at the University of Waterloo. The Candidate must be an academic leader with a strong research record and with demonstrated managerial skills. The term in the chair is normally three years renewable for a further three years.

In accordance with Canadian Immigration requirements this ad is directed to Canadian Citizens and Permanent Residents. The University is an Employment Equity Employer and particularly encourages applications from women. An appointment commencing September 1, 1990 is preferred.

Applications will be considered to December 31, 1989.

A letter, detailed C.V. and names of three references should be sent to Dr. Robin K. Banks, Dean of the Faculty of Arts, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. FAX 519-884-8995.

Lakehead University
A Northern Vision

RESEARCH PROFESSORSHIP IN GEOGRAPHY

Applications are invited for a tenure-track, academic research position in the area of geography of the Provincial Norths, preferably of Northern Ontario. Suitable candidates would have a specialization in the field of Human Geography and an interest in regional development and/or environmental management. The successful applicant should possess expertise, experience and a research and publication record that would be an asset in the University's application for a graduate program. This is a joint appointment between the Department of Geography and the Centre for Northern Studies of Lakehead University. Rank is open and outstanding researchers at any stage of their career are invited to apply. There are some teaching duties assigned to the position.

Applicants should submit a curriculum vitae and the names and addresses of three referees by November 30, 1989 to:

Dr. J.H.M. Whitfield
Dean of Arts and Science
Lakehead University
955 Oliver Road
THUNDER BAY, Ontario
P7B 5E1

In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens or permanent residents.

AN EQUAL OPPORTUNITY EMPLOYER

THE CAMARGO FOUNDATION

offers apartments and a reference library for scholars who wish to pursue projects in French studies during the academic year at its center in Cassis, France. Members of university and college faculties, secondary school teachers, and graduate students who have completed their academic residence and general examination requirements are eligible. Applicants from all countries are welcome.

Application deadline is March 1st for the following academic year. For informational brochure and application form write to:

Mrs. Jane M. Viggiani
The Camargo Foundation
64 Main Street, P.O. Box 34
East Haddam, CT 06423 USA

University of Alberta
Edmonton

Three Tenure-Track Positions
Department of Physical Education and Sport Studies

Applications are invited for three tenure-track positions in the Department of Physical Education and Sport Studies, University of Alberta, Edmonton, Alberta. Applicants will be expected to have a doctoral degree in a related field and an active research program. The appointments will be at the assistant or associate Professor level (current salary - $34,970 - $65,718 p.a.) and will be effective July 1, 1990 or earlier as negotiated.

Department priorities for these positions are in the areas of:

- **Health Promotion/Health Psychology**
- **Outdoor Education**
- **Exercise Biochemistry**

Successful applicants will be expected to teach in the undergraduate and graduate programs, advise graduate students and maintain an active research program. Preference will be given to applicants who can contribute to the broader scope of department needs. The potential also exists for joint appointment with other departments.

The Department of Physical Education and Sport Studies offers a four-year B.P.E. degree, M.A. and M.Sc. degrees and a Ph.D. degree. The undergraduate degree includes a strong discipline, activity and professional focus and offers ten routes of concentration. Graduate degrees are offered in Behavioural, Socio-Cultural and Biological areas.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Further details regarding the Department and these positions are available upon request. Applications, including a description of research and teaching interests, should be accompanied by a curriculum vitae and names of three referees. These should be sent prior to December 15, 1989 to:

H.A. Quinney
Chair, Department of
Physical Education and Sport Studies
University of Alberta
Edmonton, Alberta T6G 2H9

The University of Alberta is committed to the principle of equity in employment.

The University of Calgary
Dean, Faculty of Engineering

The University of Calgary invites applications and nominations for a Dean of the Faculty of Engineering.

The Faculty of Engineering offers four-year programs leading to a BSc degree in Chemical, Civil, Electrical, Mechanical and Surveying Engineering. The Faculty has 1500 undergraduate students and 250 graduate students. The Faculty has an active research program.

The Faculty seeks a Dean with the vision and skill to shape its future. As senior executive officer of the Faculty, the Dean will work with the diverse and dynamic engineering community of Calgary, national and international interests, and the University to guide academic program development. Candidates must be interested in capitalizing on their knowledge of changes in the field of engineering to foster research and education programs for the future. The successful candidate will possess a distinguished record of achievement in his or her career.

The appointment term will be for five years commencing July 1, 1990.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities.

Nominations and applications, including a curriculum vitae and the names and addresses of three referees should be sent to:

Dr. J.D. Calkin
Associate Vice-President
(Academic)
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta T2N 1N4

THE UNIVERSITY OF CALGARY

CANADIAN CENTRE FOR CREATIVE TECHNOLOGY

The CCCT is a national, non-profit organization. The Centre is the world leader in development and delivery of special programs linking education and business through entrepreneurship, excellence and technology.

The Centre now invites applications for its new

Visiting Scholars Program

The Board has authorized a new program for Visiting Scholars who wish to work with our staff on topics of mutual interest. We can offer no stipend at this time, but have some funds for research, support staff and publication. The CCCT may also co-sponsor applications for funding.

The Centre operates several outstanding educational programs (e.g., Shad Valley, National Institute). We have a motherlode of empirical data on some of Canada's brightest and most entrepreneurial 16-27 year olds, an enviable collection of sponsors, and outstanding program faculty.

Among the topics of current interest are:

- Career tracking of Shad Valley alumni
- Corporate and university benefits
- Entrepreneurship and gifted learning programs
- Recruitment of young women to technology and business careers
- Design of work-terms in gifted education
- Use of electronic mail in alumni networks

Terms: up to 12 months, year-round entry.

For further information, please contact:

Dr. Thomas A. Bryant, President
Canadian Centre for Creative Technology
8 Younge Street East
Waterloo, Ontario N2J 2L3
Tel: (519) 884-8844; Fax (519) 884-8191

Positions Available / Postes vacants

ACCOUNTANCY

UNIVERSITY OF WATERLOO. Business Administration. Accounting. Applications are invited for faculty positions from those with teaching and research interests in (1) financial accounting, (2) finance, (3) management accounting and information systems, (4) auditing, (5) taxation. Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1990 or by arrengement. Appointments available until positions filled. Send resumes to Dr. J.R. Hanna, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permsnent residents. The availebility of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistent Professors wherever possible. Applications from women candidates are particularly welcome. An Employment Equity Employer.

AGRICULTURAL ECONOMICS

UNIVERSITY OF GUELPH. GEORGE MORRIS CENTRE. Position: Distinguished Professor of Agricultural Policy. Oescription: The incumbent will provide leadership in the development of public policy affecting the Canadian agricultural and food sector. Public policy includes domestic agricultural, international trade and environmental measures and the interaction among them. Leadership will be provided through development and direction of applied research and public education programs. Programs will be interdisciplinary. Public education programs will be interective with individuals and organizations representing the food production and distribution sectors. **Qualifications:** The applicant chosen will have a Ph.D. in a field related to public policy, a distinguished record of achievement in policy research and demonstrated ability to take initiative. Application: Send a c.v., a description of professional interests, and the names of three references to: F.L. McEwen, Ph.D., Oean, Ontario Agricultural College, University of Guelph, Guelph, Ontario N1G 2W1. Position Available: January 1, 1990. Subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisment is directed to Canadian citizens and permanent residents. The University of Guelph is committed to employment equity.

ANATOMY

UNIVERSITY OF SASKATCHEWAN. Anatomist. The Department of Anatomy, University of Saskatchewan, College of Medicine, invites applications for a faculty appointment at the rank of assistant professor. Applicants must have postdoctoral experience with e strong research progrem in anetomical sciences; however, research in functional anatomy is preferred. The successful candidate will be responsible for teaching gross anatomy to physical therapy students. In accordance with Canadien immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications including curriculum vitae, names of three referees, and an outline of proposed research and previous teaching experience should be submitted by December 1, 1989 to: Or. G.O. Burkholder, Department of Anatomy, College of Medicine, Univeralty of Saskatchewen, Saskatoon, Saskatchawan, Canada, S7N 0W0.

UNIVERSITY OF MANITOBA. The Department of Anatomy, University of Manitoba invites applications for a term or probationary (tenure streem) appointment at the renk of an Assistant Professor, dapending on the qualifications. The appointment will begin July 1, 1990. Candidates should have e O.O.S./O.M.O. and/or Ph.O. degree. Salary will be commensurate with qualifications and experience. The successful candidate will be required to teach histology and neuroanatomy to dental and other groups of students and to develop an independent program of research. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit their curriculum vitae, togs ther with a brief outline of research interests, and arrange for three letters of reference to be sent: T.V.N. Persaud, Professor and Head, Oepartment of Anetomy, Faculty of Medicine, 730 William Avenue, Winnipeg, Manitoba, Canada, R3E 0W3. Closing date for receipt of applications: November 30, 1989.

UNIVERSITY OF MANITOBA. The Department of Anetomy, University of Manitoba invites applications for a term appointment, with the possibility of renewal at the rank of an Assistant Professor. The appointment will begin on July 1, 1990. Candidates should have an M.O. and/or Ph.O. degree. Salary will be commensurate with qualifications and experience. The successful candidate will be required to teach gross anatomy and either neuroanatomy or histology to medical and other groups of students. Research interests in the area of developmental biology will be an advantage. Both men and women are encouraged to epply. In accordence with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit their curriculum vitae and arrange for three letters of reference to be sent to T.V.N. Persaud, Professor and Head, Oepartment of Anatomy, Faculty of Medicine, 730 William Avenue, Winnipeg, Manitoba, Canada, R3E 0W3. Closing date for receipt of applications: November 30, 1989.

ANTHROPOLOGY

THE UNIVERSITY OF LETHBRIDGE. Faculty of Arts and Science. Department of Anthropology. 1. Title: Two positions at the Assistant Professor level: one prehistory (pre-Neolithic) and one two-year term. 2. Qualifications: Ph.O. in Anthropology and e commitment to liberal education, undergreduate teaching, and scholarship. In ngcordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The university aspires to hire individuals who have e demonstrated potential for excellence in teaching, research and scholarship. Women and men are encouraged to epply for this position. 3. Responsibilities: The successful candidate will be expected to teach introductory and advanced courses is Anthropology, and to conduct research in areas of expertise. "Persons of all three ethnical cereal interests in social/cultural enthropology are invited to apply." 4. Salary (1989-90): Assistant Professor $33,700 minimum. (Salary is commensurate with qualifications.) 5. Applications: Applicants should send a complete dossier and arrenge to have three letters of reference forwerded to: Dr. O.Alan Aycock, Chair, Department of Anthropology, The University of Lethbridge, 4401 University Drive, Lethbirge, Alberta, T1K 3M4. 6. Effective Oate: 1 July 1990. 7. Closing Date: 31 Oecember 1989.

ART

THE UNIVERSITY OF SASKATCHEWAN. Department of Art and Art History is offering a tenure-track position in Studio Art, at the Assistant Professor level. Teaching responsibilities will be primarily in Painting and Drawing. Candidates should also have a background in one or more of the following: sculpture, contemporary theory and criticism, performance and installetion. Approximate salary is $30,711-$39,567 which may be subject to adjustment. The candidate should have a M.F.A. or M.A. degree. University teaching experience and an active exhibition record. The candidate is expected to contribute fully at the undergraduate and graduate levels. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position commences, subject to budgetary approval, on July 1, 1990. Deadline for receipt of applications is December 31, 1989. Applicants should arrange to heve e curriculum vitae, 20 transparencies (in drawing and painting), slides of students work to demonstrate commitment to teaching and three letters of reference sent to: Professor Hans Oommasch, Head, Oepartment of Art and Art History, University of Ssskatchewan, Saskatoon, S7N 0W0.

ASIAN STUDIES

THE UNIVERSITY OF BRITISH COLUMBIA. Position in Hindi Language and South Asian Studies. Applications are invited for an eight- to twelve-month leave replacement position at the Assistant professor level to teach courses in Hindi language and South Asian Studies in the 1990-1991 academic year. Completed or near-completed Ph.D. required, as is a very good command of spoken and written Hindi. Some language teaching experience outside India necessary. Salary commensurate with qualifications. Send curriculum vitae, copies of publications, and the names and addresses of at least three referees to Professor Daniel L. Overmyer, Head, Department of Asian Studies, University of British Columbia, Vancouver, B.C., Canada V6T 1W5. The deadline for receipt of applications is December 15, 1989. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent resident.

ATMOSPHERIC SCIENCE

DALHOUSIE UNIVERSITY. The Atmospheric Science Group of Dalhousie University is inviting applications for a tenure track or tenured faculty position in the field of climate research available in 1990 with a preferred starting date of 1 July. The successful applicant will be expected to teach one course per semester, to supervise graduate students, and to pursue original research in any subfield of climate, or in atmospheric and physicat processes related to climate. A Ph.O. degree in Atmospheric Science or related fields (Physics, Mathematics, Engineering, etc.) is required. Postdoctoral experience would be helpful, however applicants with e strong research potential expecting to receive their Ph.O. degrees before September 1990 are invited to apply as well. The appointment can be made either in the Department of Oceanography or in the Department of Physics. A joint appointment is also a possibility. The newly established Atmospheric Science Group at Dalhousie offers a program of study and research leading to M.Sc. and Ph.D. degrees. It consists of 4 full-time Atmospheric Science faculty and several additional faculty members from the Oepartments of Oceanography and Physics interested in the atmosphere and atmosphere-ocean interaction. Major areas of our research effort include climate, radiation, marina meteorology and atmosphere-ocean interaction. First screening of applicants will start January 15, 1990. Applications will be accepted, however, until the position is filled. Citizens of all countries are invited to apply. Dalhousie University is an equal opportunity employer with respect to women tacutty. Applications with names of 4 referees should be sent to Dr. Donald O. Betts, Oean of Science, Dalhousie University, Halifax, N.S., Canada, B3H 4H6.

BIOCHEMISTRY MOLECULAR BIOLOGY

McGILL UNIVERSITY. Research Associate (Biochemistry-Molecular Biology). The Division of Surgical Research at McGill University and the Royal Victoria Hospital in Montreal, Canada, are seeking a qualified individual to join a dynamic Surgical Oncology/Metastasis Research group. The group which consists of basic scientists and surgical oncologists in the Department of Surgery was established to investigate cellular, molecular and immunological aspects of cancer metastasis in a laboratory-hospital setting. The successful candidate will work in association with other members of the group. A Ph.O. in Biochemistry or Molecular Biology or a M.O. with related research experience are required. Salary will be commensurate with qualifications and experience. Good possibility for academic promotion. For information please contact: Dr. P. Brodt, Dept. of Surgery, Div. of Surgical Research, McGill University, Donner Bldg., 740 Dr. Penfield Ave., Montreel, Quebec, Canada, H3A 1A4. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

BIOLOGICAL SCIENCES

SIMON FRASER UNIVERSITY. Department of Biological Sciences. Applications are invited for a limited term (non-tenure track) position at the Assistant Professor level in the area of ANIMAL PHYSIOLOGY or PLANT PHYSIOLOGY/BIOCHEMISTRY. The appointment is for a period of two years beginning immediately. The successful candidate will participate in undergraduate and graduate teaching in either animal or plant biology and may carry on research or participate in collaborative research with other faculty. Applicants must have a Ph.O. They should submit their curriculum vitae, representative recent publications, a statement of their research interests if they wish, and have three letters of reference sent to: Dr. L.M. Srivastava, Chair, Department of Biological Sciences, Simon Fraser University, Burnaby, B.C., Canada V5A 1S6. Simon Fraser University offers equal employment opportunities to qualified applicants. While all eligible scientists are encouraged to apply, this advertisement is particularly directed to citizens and permanent residents of Canada. Closing date: November 15, 1989.

SIMON FRASER UNIVERSITY. Department of Biological Sciences. Applications are invited for a limited term (non-tenure track) position at the Assistant Professor level in the area of **FORE1ENTOMOLOGY.** Initial appointment is for one year beginning January 1, 1990 but may continue for a longer term. The successful candidate will participate in undergraduate and graduate teaching in his/her discipline, and may carry on research or participate in collaborative research with other faculty. Applicants must have e Ph.O. They should submit their curriculum vitae, representative recent publications, a statement of their research interests if they wish, and have three letters of reference sent to: Dr. L.M. Srivastava, Chair, Department of Biological Sciences, Simon Fraser University, Burnaby, B.C., Canada V5A 1S6. Simon Fraser University offers equal employment opportunities to qualified applicants. While all eligible scientists are encouraged to apply, this advertisement is particularly directed to citizens and permanent residents of Canada. Closing date: November 15, 1989.

SIMON FRASER UNIVERSITY. Department of Biological Sciences. Applications are invited for two tenure-track positions at the Assistant Professor level, one in CELL BIOLOGY, the other in MICROBIOLOGY. The successful candidates will participate in undergraduate teaching and graduate training in their respective disciplines, and establish independent and vigorous research programs. The appointments are subject to final budget approval. Applicants should clearly state for which position they are applying. They should submit their curriculum vitae, representative recent publications, a statement of their research intsrests, and have three letters of reference sent to: Dr. L.M. Srivastava, Chair, Oepartment of Biological Sciences, Simon Fraser Universiiy, Burnaby, B.C., Canada, V5A 1S6. Simon Fraser University offers equal employmentopportunities to qualified applicants. While all eligible scientists are encouraged to apply, this advertisement is particularly directed to citizens and permanent residents of Canada. Closing Date: November 15, 1989.

BUSINESS

THE UNIVERSITY OF ALBERTA. Faculty of Business. Applications are invited for full-time tenure-track faculty positions from those with teaching and research interests in all fields of Business. Ph.O. or equivalent required or candidate should be at the completion stage of degree. Salary and rank are competitive and depend on qualifications. Appointments normally effective July 1st. Positions subject to availability of funding. Send resume to: Dr. Jean-Louis Malouin, Oean, Faculty of Business, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. The University of Alberta is committed to the principle of equity in employment.

BUSINESS ADMINISTRATION & COMMERCE

SIMON FRASER UNIVERSITY. The Faculty of Business Administration, Simon Fraser University, invites applications for tenure-track appointments in: 1. Marketing Research/Consumer Behaviour; 2. Business Finance; 3. Industrial Relations; 4. Management Information Systems; 5. Financial Accounting; 6. International Business; 7. Small Business/Entrepreneurship. Rank: Assistant or Associate. Successful candidates must have strong research and teaching abilities for both undergraduate and graduate courses and Ph.O. in hand or near completion. Be prepared to actively participate in the development of the Faculty. Start date: September, 1990 or at a mutually agreed upon time. Candidates eligible for employment in Canada at time of application are preferred. Simon Fraser University offers equal employment opportunities to qualified *applicants. All positions are subject to budgetary approval.* Send curriculum vitae and names of three referees to: Appointments Committee, Faculty of Business Administration, Simon Fraser University, Burnaby, B.C. V5A 1S6, Canada.

WILFRID LAURIER UNIVERSITY. Applications are invited for positions in the areas of Accounting, Human Resources, Marketing, Operations and Decision Sciences and Policy for the 1990-91 academic year. Qualifications: PhO or ABD with teaching and research experience. Rank: Lecturer up to Full Professor. Salary and rank will depend on qualifications and experience. Applications accepted until positions are filled. Positions are subject to budget approval. Send applications to: Dr. Ron Craig, Associate Dean of Business, School of Business and Economics, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5.

QUEEN'S UNIVERSITY. School of Business. Applications are invited for tenure track positions in Marketing(1), OB/IR(1) and MIS(1). The positions in OB/IR and MIS are subject to budgetary approval. Salary and rank will be commensurate with qualifications and experience but appointments are most likely to be made at the junior level. Ph.D. (completed or nearing completion) and evidence of strong research and teaching potential are required. Capacity to deal with students at the B.Com., MBA, and Ph.D. levels is necessary. Applications will be accepted until positions are filled but should be submitted by December 31, 1989. Candidates of both sexes are equally encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send C.V. and names of three references to: Dr. D.L. Anderson, Oean, School of Business, Queen's University, Kingston, Ontario, K7L 3N6.

UNIVERSITY OF SASKATCHEWAN. College of Commerce. Applications are invited for permanent and visiting faculty positions from those with teaching and research interests in Accounting, Finance, Industrial Relations, Management, Management Science, Marketing, and Organizational Behaviour. A Ph.O. or equivalent and strong research interests required for permanent positions. Masters and professional credentials acceptable for visiting or limited term appointments. Salary and rank depend on qualifications. Applications are welcome until positions are filled. Some positions are subject to final budgetary authorization. Appointments are normally effective as of July 1. Please send resumes to: Or. W.J. Brennan, Dean, College of Commerce, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0.

McMASTER UNIVERSITY. Faculty of Business. Applications are invited from candidates with qualifications in one or more of the following areas: (i) Accounting; (ii) Finance; (iii) Information Systems; (iv) Production/Management Science; (v) Human Resources and Labour Relations. Rank of Assistant, Associate or Professor, depending on qualifications and experience. Ph.O. or OBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Salary will be commensurate with qualifications, teaching and practical experience. All positions subject to budgetary approval. Applications should be sent to: Dr. William G. Truscott, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

UNIVERSITY OF WINDSOR. Full-time (tenure-track or limited term) and sessional positions available in the following fields: (i) accounting; (ii) finance, (iii) management science, (iv) marketing. PhD (or ABD) required for tenure-track positions, MBA acceptable for limited-term appointments. Relevant business, teaching and research experience is *desirable. Positions involve research and* teaching in dynamic undergraduate and MBA programmes. Salary and rank depend on qualifications and are competitive. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to equity in employment. Female candidates are especially encouraged to apply. It is the intention of the University to fill its vacancies with assistant professors wherever possible. Each applicant should send curriculum vitae and the names of three referees to Dr. Norm Solomon, Acting Dean, Faculty of Business Administration, University of Windsor, Windsor, Ont. N9B 3P4; FAX: 519 973 7073.

UNIVERSITY OF MANITOBA. Faculty of Management. Applications are invited in the areas of (i) accounting, (ii) finance, and (iii) information systems. Rank is open, based on qualifications and experience. Visiting appointment is also possible. Ph.O. or OBA, completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open; July 1, 1990 preferred. Application date closes when position is filled. Both women and men are encouraged to app-

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ly in accordance with Canadian immigration requirements priority will be given to qualified Canadian citizens and permanent residents of Canada. Applications should be sent to Dr. A.J. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

CHEMISTRY

THE UNIVERSITY OF BRITISH COLUMBIA. The Department of Chemistry, University of British Columbia, invites applications for a tenure-track assistant professorship in experimental physical chemistry, starting July 1, 1990. Preference will be given to candidates who propose to carry out research in molecular dynamics, interactions, or interfacial phenomena; however, outstanding candidates in related areas of experimental physical chemistry will be considered. A Ph.D., postdoctoral experience, and a strong research track record are required. The successful candidate would be expected to teach chemistry courses at the undergraduate and graduate level. The salary will be commensurate with education and experience. The University of British Columbia offers equal opportunity for employment to qualified female and male applicants. The position is subject to final budgetary approval and, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications consisting of a curriculum vitae, list of publications, summary of research interests, a detailed research proposal, and the names and addresses of at least three references should be sent to Larry Weiler, Professor and Head, Department of Chemistry, University of British Columbia, 2036 Main Mall, Vancouver, British Columbia, Canada V6T 1Y6. Closing date for applications will be December 1, 1989.

UNIVERSITY OF ALBERTA. Medicinal Chemistry Research Associate. Applications are invited for appointment January 1, 1990. Duties will include the design and development of dihydropyridine antihypertensive and antiischaemic agents. Candidates must possess a Ph.D. in synthetic organic chemistry, have experience in the design and synthesis of dihydropyridines as potential therapeutic agents, a minimum of 2 years in drug design research, basic knowledge of pharmacology and anti-inflammatory drug evaluation. Salary: $22,000/year subject to continued external funding. Please submit your application and three letters of reference by November 1, 1989 to Dr. E. Kneus, Faculty of Pharmacy, University of Alberta, Edmonton, Alberta T6G 2N8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment.

THE UNIVERSITY OF WINNIPEG. Department of Chemistry. Assistant Professor in Inorganic Chemistry. Applications are invited for a tenure-track position in Inorganic Chemistry to commence on or after July 1, 1990. Candidates must possess a Ph.D. in Inorganic Chemistry, preferably with some postdoctoral research experience. The University is primarily an undergraduate institution and is committed to excellence in teaching and research. The Department offers a program leading to a major in Chemistry, including a co-op option. The successful candidate will be expected to teach inorganic chemistry, including the accompanying laboratory, and some introductory chemistry at the undergraduate level and to develop a research program in inorganic chemistry. The closing date for applications is January 15, 1990. Applications consisting of a curriculum vitae, an outline of research interests, and the names and addresses of three referees should be sent to: Dr. H. M. Hutton, Professor and Chairman, Department of Chemistry, University of Winnipeg, Winnipeg, Manitoba, R3B 2E9; Telephone: (204) 786-9860. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Women and men are encouraged to apply. This position is dependent on budgetary considerations.

UNIVERSITY OF WATERLOO. Tenure-Track Faculty Position In Experimental Chemical Physics/Physical Chemistry. The Department of Chemistry at the University of Waterloo invites applications for a tenure track position in experimental Chemical Physics at the level of Assistant Professor, to begin July 1, 1990. This position is subject to budgetary approval. The applicant should have a Ph.D. in the areas of Chemical Physics or Physical Chemistry, and should normally have some postdoctoral experience. We are seeking an individual of outstanding background and excellent promise, who will establish an independent research program and participate in undergraduate and graduate teaching. Excellent candidates in any area of specialization in experimental chemical physics or physical chemistry will be seriously considered. The salary will be commensurate with education and experience. The Department offers a stimulating and pleasant environment in which to work. The Guelph-Waterloo Centre for Graduate Work in Chemistry (GWC)2 is one of the largest graduate schools, and has one of the largest concentrations of physical chemists in Canada. The Centre for Molecular Beams and Laser Chemistry, an interdisciplinary centre in Chemistry and Physics, represents one of the most active chemical physics research centres in the country. This and the theoretical chemical physics group provides strong interaction and support for experimental chemical physics. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. A complete application must include a curriculum vitae, a list of publications, a summary of research interests, an outline of proposed research and the names and addresses of at least three references. The application should be sent to Professor F.R. McCourt, Chairman, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The deadline for applications is January 15, 1990. It is the intention of the University of Waterloo to fill its vacancies with assistant professors, wherever possible. Applications from women candidates are particularly welcome. An Employment Equity Employer.

UNIVERSITY OF WATERLOO. Tenure-Track Faculty Position in Analytical Chemistry. The Department of Chemistry at the University of Waterloo invites applications for a tenure-track position in Analytical Chemistry, with the level of Assistant Professor to begin in the Fall term of 1990. The position is subject to budgetary approval, and replaces a retiring member of the department. Applicants should have a Ph.D. and successful postdoctoral experience. Ideal candidates in analytical chemistry will be considered, but preference may be given to applicants with interests and experience in analysis of inorganic materials or biochemistry. Duties will include undergraduate and graduate teaching, and conducting research within (GWC)2. The Guelph-Waterloo Centre for Graduate Work in Chemistry. A successful applicant will be expected to have plans for a vigorous research program. Salary will depend on qualifications and experience. A complete application must include a curriculum vitae and three letters of reference sent directly from the referees, all of which should reach us by January 15, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill vacancies at the assistant Professor level, wherever possible. Qualified women are particularly encouraged to apply. Applications and letters of reference should be sent to Professor F.R. McCourt, Chairman, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An Employment Equity Employer.

UNIVERSITY OF TORONTO. The Department of Chemistry, University of Toronto, invites applications for a tenure-track position in Inorganic Chemistry, at the Assistant Professor level, effective July 1st, 1990. Candidates should have a Ph.D. in Inorganic Chemistry, and preferably, some post-doctoral research experience. Applications from candidates in all areas of Inorganic Chemistry will be considered. The primary criteria for a successful applicant will include the demonstration and promise of excellence in independent research and a strong commitment to graduate and undergraduate education. Men and Women applicants, who may be of any nationality, should provide a curriculum vitae, and an outline of their research proposal, and should arrange to have three letters of recommendation sent on their behalf to: The Chair, Attention: Inorganic Search Committee, Department of Chemistry, University of Toronto, Toronto, Ont., Canada, M5S 1A1. The deadline for applications is December 15th, 1989.

UNIVERSITY OF TORONTO. Department of Chemistry. Applications are invited for a tenure stream appointment at the Assistant Professor level in Experimental Polymer Chemistry are solicited. Applicants should possess a strong academic background and an excellent research record. The successful candidate will be expected to conduct an active and highly innovative research program and to teach at both undergraduate and graduate levels. This position is open to men and women candidates of any nationality. Applicants should provide a curriculum vitae and an outline of their proposed research for the first three years and should arrange to have letters of recommendation sent on their behalf as soon as possible and not later than December 15th, 1989. Attention: The Chair, Polymer Search Committee, Department of Chemistry, University of Toronto, 80 St. George Street, Toronto, Ont., Canada M5S 1A1.

UNIVERSITY OF TORONTO. The Department of Chemistry, University of Toronto will make a tenure-stream appointment at the Assistant Professor level in Experimental Physical Chemistry on or after January 1, 1990. Applicants should possess a strong academic background and an excellent research record in any area of modern experimental physical chemistry. The successful candidate will be expected to conduct an active and highly innovative research program and to teach at both the undergraduate and graduate level. Applications should be submitted by December 15, 1989. Men and women applicants, who may be of any nationality, should provide a curriculum vitae and an outline of their proposed research, and should arrange to have three letters of recommendation sent on their behalf to: The Chair, Attention: Experimental Physical Chemistry, Department of Chemistry, University of Toronto, Toronto, Ontario, Canada M5S 1A1.

QUEEN'S UNIVERSITY. Department of Chemistry. Applications are invited for Postdoctoral Research Positions in carbohydrate chemistry. Positions are available for individuals having experience in carbohydrate synthesis or glycoconjugate chemistry. Ideally, successful candidates will join a multidisciplinary research group which includes chemists and medical scientists. Salary is $20,000. NSERC rates and will be commensurate with qualifications and experience. Applicants should send a curriculum vitae and the names and addresses of three referees should be addressed to Professor T.B. McMahon, Department of Chemistry, University of Waterloo, Waterloo, Ontario, N2L 3G1. Position will commence as soon as possible. The deadline for receipt of applications is December 15, 1989. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. It is the intention of the University of Waterloo to fill its vacancies with assistant professors, wherever possible. Applications from women candidates are particularly welcome. An Employment Equity Employer.

UNIVERSITY OF WATERLOO. Tenure-Track Faculty Position In Analytical Chemistry. The Department of Chemistry at the University of Waterloo invites applications for a tenure-track position in Analytical Chemistry, with the level of Assistant Professor to begin in the Fall term of 1990. The position is subject to budgetary approval, and replaces a retiring member of the department. Applicants should have a Ph.D. and successful postdoctoral experience. Ideal candidates in analytical chemistry will be considered, but preference may be given to applicants with interests and experience in analysis of inorganic materials or biochemistry. Duties will include undergraduate and graduate teaching, and conducting research within (GWC)2. The Guelph-Waterloo Centre for Graduate Work in Chemistry. A successful applicant will be expected to have plans for a vigorous research program. Salary will depend on qualifications and experience. A complete application must include a curriculum vitae and three letters of reference sent directly from the referees, all of which should reach us by January 15, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill vacancies at the assistant Professor level, wherever possible. Qualified women are particularly encouraged to apply. Applications and letters of reference should be sent to Professor F.R. McCourt, Chairman, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An Employment Equity Employer.

UNIVERSITY OF VICTORIA. The Department of Classics, University of Victoria, invites applications for an appointment at the rank of Visiting Lecturer or Visiting Assistant Professor for the period September 1990 - June 1991. The position is to replace a colleague on leave. Applicants should have good general qualifications in Greek and/or Latin Literature and Philology, with special expertise in classical archaeology. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Candidates are urged to apply as soon as possible, but in any case before December 15, 1989. Please submit a curriculum vitae and arrange for a dossier of letters of reference to be sent to: Professor Peter L. Smith, Chairman, Department of Classics, University of Victoria, P.O. Box 1700, Victoria, B.C., Canada, V8W 2Y2.

COMPUTER SCIENCE

YORK UNIVERSITY. Faculty of Science. Department of Computer Science. Applications are invited for faculty positions in the following areas: theory of programming languages and software and hardware systems. A Ph.D. in Computer Science or equivalent is required. Applicants should have a successful professor level must demonstrate outstanding research potential and teaching ability. Applicants for assistant positions must have an exceptional record of research accomplishments and e strong commitment to graduate and undergraduate teaching. The Department has 19 full-time faculty members and offers graduate and undergraduate degrees. York University is located in Metropolitan Toronto and within easy reach of downtown Toronto. Send curriculum vitae and names of three referees to Dr. A. Mycroft, Chairman, Department of Computer Science, Faculty of Science, York University, North York, Ontario M3J 1P3; email address: ashraf@yuyetti. Attnel. Applications must be received by March 1, 1990. York University is implementing a programme of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Department of Computing Science. Applications are invited for two tenure-track positions at the Assistant/Associate/Full Professor levels. Responsibilities include research as well as teaching at both the graduate and undergraduate levels. Strong candidates from all research areas will be considered. This young and energetic department has recently undergone significant expansion and consists of 36 academic and 29 support staff. Current hardware includes a local area network of time sharing network of MIPS M/1000 and VAX 11/780/LC connecting 36 Sun workstations and a large number of terminals. Well-supported laboratories exist for AI, database, distributed systems, graphics, image processing, programming languages and robotics research. Access to e Cyber 205 is available. The current salary range is $C34,970 to $C80,000 + with the appointment level being commensurate with qualifications and experience. Send curriculum vitae, the names of three references and up to three reprints of recent important publications. New Ph.D.'s should also include a copy of their transcript. Apply to: Dr. Paul G. Sorenson, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2H1. Applications will be accepted until January 31, 1990. The University of Alberta is committed to the principle of equity employment.

YORK UNIVERSITY. Atkinson College and Department of Computer Science and Mathematics. Applications are invited for a tenure-track faculty position in the Computer Science Programme at the assistant professor level. A PhD in Computer Science or equivalent is required. The Programme seeks faculty with strong teaching and research capabilities in one or more of the following areas: office automation, large scale information systems engineering, artificial intelligence and databases, computer architecture and parallelism, operating systems, communications and nel works. Duties include research and teaching. Atkinson College is a Faculty of York University, located in Metropolitan Toronto, specializing in undergraduate education for part-time and mature students. Classes are primarily in the evening. Opportunities exist for teaching and research involvement in a new and growing graduate programme in Computer Science. Send curriculum vitae and names and addresses of three references to: Prof. Marvin Mandelbaum, Chair of the Search Committee, Department of Computer Science and Mathematics, Atkinson College, York University, North York, Ontario M3J 1P3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is committed to the principle of employment equity, including affirmative action for women faculty. This position is subject to final budgetary approval by the University.

UNIVERSITY OF WATERLOO. The Department of Computer Science at the University of Waterloo invites applications for a full-time faculty members engaged in research and teaching activities. The Department and Iwatva computer research laboratory are housed in the new 300,000 sq. ft. William G. Davis Computer Research Centre. The government of the Province of Ontario has awarded a five-year (renewable) Centre of Excellence in Information Technology that provides funding for basic and applied research in Computer Science at the University of Waterloo and the University of Toronto (with participation from Queen's University and the University of Western Ontario). The University of Waterloo invites applications for faculty positions In Computer Science. A Ph.D. in computer science is required, with evidence of excellence in research accomplishment or potential in the area of hardware and software systems. Salary will be commensurate with experience. Applications from women candidates and recent Ph.D. graduefas are particularly welcome. Inquiries should include a curriculum vitae and the names of three references and should be directed to the chairman: Prof. P.A. Larson, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; palarson@maytag.wat.adu. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Employment Equity Employer.

EAST ASIAN STUDIES

McGILL UNIVERSITY. The Centre for East Asian Studies invites applications for a position in Japanese History at the level of Assistant Professor (tenure track) beginning September 1, 1990, subject to budgetary approval. Current minimum salary is $35,357.00 Canadian. Applicants should have a PhD in hand and a specialization in either Premodern or Modern Japanese History. The successful applicant should display e willingness to participate in the development of a rapidly expanding inter-disciplinary program. Send application with names of the three referees, curriculum vitae and writing samples to the Director, Centra for East Asian Studies, McGill University, 3434 McTavish Street, Montreal, Quebec, H3A 1X9, Canada. Closing date for applications is December 1, 1989. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

McGILL UNIVERSITY. The Department of East Asian Languages and Literatures invitee applications for an appointment in Japanesa Literalure at the Assistent Professor level (tenure track) beginning September 1990, subject to budgetary approval. Current minimum ealary is $35,357.00 Canadian. Applicants should have completed the Ph.D. A specialization in classical or pre-modern Japanese literature is preferred together with a comprehensive general interest in Japanese literature and culture. An interest in critical theory is also desirebla. The successful candidate will teach undergraduate courses in literature and classical Japanese and will also be expected to develop new courses. In the event tuhat a candidate is expected to work with other faculty to develop a grediuate program. Applicents are asked to send a letter of application, curriculum vilae, transcripts, representative publications and errange to have three letters of reference sent to Dr. Joseph Ronsley, Chairman, Department of East Asian Langueges and Lileratiures, 3434 McTevish Street, Montreal, Quebec H3A 1X9 before December 1, 1989. In accordance with Canadian Immigretion requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

ECONOMICS

CONCORDIA UNIVERSITY. Department of Economics. Subject to budgetery approval, applicetions are invited for eppointment to tenure track and limited term positions, effective June 1, 1990. Strong candidates in all fields will be considered. Candidates with a Ph.D. (or expected in 1990) will be appointed as Assistant Professors. Those with undergraduate and graduate teaching, and significant involvement in research in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send applications, including curriculum vitae and the names of three referees to: Dr. Ian Irvine, Chairman, Department of Economics, Concordia University, 1455 Boulevard de Maisonneuve W., Montreal, Quebec, H3G 1M8, by December 1, 1989.

CARLETON UNIVERSITY. Applications are invited for an appointment of any rank starting in the 1990-91 academic year, subject to budgetary approval. For an appointment at the senior level, the candidate must have an outstanding record of research and publication, and will be expected to play an active role in graduate instruction and supervisions. At the junior level, the position requires a completed Ph.D. (or expected in 1990), evidence of innovative scholarly research and good teaching potential. Although outstanding candidates in all fields will be seriously considered, the department is especially interested in adding strength in the areas of public finance and money and economics. Contact E.U. Choudhri, Chair, Department of Economics, Carleton University, Ottawa, K1S 5B6, by December 1, 1989. The receipt of application is December 1, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications are invited from qualified women and men.

McGILL UNIVERSITY. Department of Economics. Applications are invited for several tenure-track positions at the full, associate, or assistant professor level. Areas of specialization in which openings are competitiva. Candidates for senior positions should ba outstanding scholars with strong publication records and independent research. They should also be good teachers. At the assistent level, serious conelderation will be given to applicants with a Ph.D. Completed or near-completed, who are expected to esteblish themselves as outstanding scholars and good teachers. Positions are subject to budgetary approval. Please send applications, including curriculum vitae and names of three referees by November 30, 1989 to Professor John McCallum, Chairman, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T7. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN, Department of Ecenemics. Assistant, Associate or Full Professor of Economics. One tenurable position is available, the rank and level of which and of specialization will be considered. Candidates for the rank of Assistant Professor should have a Ph.D in hand or firmly expected by July 1990, and show promise in research and teaching. Candidates for the rank of Professor or Associate Professor should have a record of significant scholarly research and a commitment to teaching excellance at both the graduate and undergraduate level. Appointment at the rank of Full Professor may be with tenure at the out set. Appointment is effective 1 July 1990. Salaries negotiable with qualifications. Interestad candidates should send their c.v. and transcripts, and arrange to have three letters of reference sent to Professor R. Cal, acting Head, Department of Economics, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0. Applications close when the position is filled, but in any case not before 31 January 1990. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and landad immigrants.

UNIVERSITY OF MANITOBA. The Department of Economics, University of Manitoba invites applications for a tenure-track position at the Assistant Professor level commencing 1 July 1990. Applications are invited from candidates in all fields but especially from those with a strong theoretical orientation. Preference will be given to candidates able to offer more than one field. Candidates must have e Ph.D. in Economics or one near completion. Responsibilities include significant research and teaching at the graduate and undergraduate levels. Salary is dependent upon qualifications and experience, from a floor of $30,422 (1989-90). Positions subject to budgetary approval. Both women and men are encouraged to apply. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens or permanent residents. Applications, including curriculum vitae and the names of three referees, should be sent before 15 November 1989 to Karen C. Ogden, Chair, Economics Search Committee, 415 Fletcher Argue Building, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

YORK UNIVERSITY. Faculty of Arts, Department of Economics. Applications are invited for tenure-track positions and/or sessional appointments at the Assistant Professor or Lecturer level, subject to authorization and budget approval. Rank and salery commensurate with qualifications and experience. Candidates are expected to have a Ph.D. degree (or expected in 1990), and to show potential of becoming recognized scholars and good teachers. Duties include teaching at undergraduate and greduate levels, and a programme of productive research. Outstanding candidates in all fields are encouraged to apply, fields of special interest are development, environmental/natural resources, industrial organization, International economics, labour and public finance. Applications, with curriculum vitae and names of three references, should be sent to: Professor George Fellis, Chair, Department of Economics, York University, North York, Ontario M3J 1P3. Closing date for applications is December 31, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Open to both men and women.

WILFRID LAURIER UNIVERSITY, Department of Economics. Limited term position. Janeiro 1990 to June 30, 1990. Duties include teaching at the undergraduate level. Teaching experience desirable. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permenent rasidents. Applications with curriculum vitae and names of three references should be sent to Dr. Frank Milterd, Chairman, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

WILFRID LAURIER UNIVERSITY, Department of Economics. Applications are invited for appointments beginning July 1, 1990. Ph.D., or near Ph.D., preferably with some teaching experience and publications. Duties include teaching at the undergraduate level and research. In accordance with Canadian immigretion requirements, this advertisement is

directed to Canadian citizens and permanent residents. Applications with curriculum vitae and names of three references should be sent to Dr. Frank Millerd, Chairman, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5

UNIVERSITY OF SASKATCHEWAN. Department of Economics. Applications are invited from candidates interested in the position of Head of the Department of Economics. The successful candidate will have a substantial record of research, publication and administrative ability. Rank is open and all fields of specialization will be considered. Salary is commensurate with experience and qualifications. Applicants should forward a Curriculum Vitae, together with the names, addresses and telephone numbers of three referees to: Dr. A.W. Knight, Dean, College of Arts and Science, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, or to same address at FAX (306) 966-8839. Applications close when the position is filled, but in any case not before October 31, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF VICTORIA. Applications are invited for two regular full-time (tenure stream) assistant professor positions effective 1 July 1990 in the areas of Economic Theory and/or Econometrics (fields of interest are of secondary importance). Applicants must have a strong research orientation and hold, or have almost completed, a Ph.D. Canadian Immigration regulations require the University to consider applications from Canadian citizens and permanent residents of Canada before proceeding with applications from other persons. Please send applications, including curriculum vitae and the names of three referees, to Dr. K.L. Avio, Chair, Search Committee, Department of Economics, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Applications should be submitted as soon as possible and no later than 1 December, 1989. The University of Victoria offers equal employment opportunities to qualified male and female candidates. Women are particularly encouraged to apply.

THE UNIVERSITY OF ALBERTA, Department of Economics, has an opening for a tenure-track appointment at the assistant or associate professor level commencing July 1, 1990, subject to budget conditions. The position is open to all candidates in all fields, but, given comparable candidates, particular attention will be paid to applicants with a macroeconomics specialization. Entry-level applicants are expected to have a Ph.D. (or be close to completion) and they should display promise of quality teaching and research. Demonstrated research productivity and teaching ability is required for higher salary and rank. Salary commensurate with qualifications and competitive with other Canadian institutions. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Send applications (including complete curriculum vitae, graduate school transcripts, names of three referees who are sending confidential letters of assessment) to Melville L. McMillan, Chairman, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4 by December 11, 1989. The University of Alberta is committed to the principle of equity in employment.

EDUCATION

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Faculty of Education, Division of Special Programmes. Faculty Vacancy — Adult Education. Applications are invited for a new tenure-track position at the Assistant Professor level in Adult Teacher Education. A doctorate in Adult Education or a closely related field is required. Preference will be given to applicants with University level teaching experience as well as a demonstrated record of scholarly research and publication. Duties consist of teaching a variety of Adult Education courses at the undergraduate level (both on-campus and through distance education) and assisting with the co-ordination of the existing diploma programme. A strong interest in developing a degree programme in Adult Education, as well as graduate level courses, is also desirable. Also, expertise in the areas of Vocational, Industrial Arts and/or Home Economics Education would be an asset. The appointment will be effective January 2, 1990, or as soon as possible thereafter. Applications should be submitted by November 2, 1989, and include a curriculum vitae, university transcripts and the names of three referees. Address applications and enquiries to: Dr. Dennis B. Sharpe, Director, Division of Special Programmes, Faculty of Education, Memorial University of Newfoundland, St. John's, NF, Canada, A1B 3X8; Telephone: (709) 737-7551; FAX (709) 737-4569.

ENGINEERING

SIMON FRASER UNIVERSITY. The **School of Engineering Science** at Simon Fraser University invites applications for tenure-track faculty positions in optical/microwave communications. In addition to dedication to teaching at both the graduate and undergraduate level, an outstanding research potential and demonstrated research capability, the successful candidate will have a strong theoretical analysis and experimental ability in optical fibre communications and microwave communications; experience with integrated optics, dielectric waveguides, microwave and RF circuits and microwave devices; and experience in development of an integrated optoelectronics device technology for lightwave communications. Engineering Science provides an exciting educational environment demanding high academic standards of its students. Local industry offers many opportunities for faculty research and strong industrial links are characteristic of the program. New faculty members are encouraged to develop their own joint ventures. This academic environment is balanced by the nature and cultural ambience of one of the most attractive cities in North America. Moreover, the university itself enjoys a spectacular mountaintop setting, a short drive from downtown Vancouver. Preference will be given to candidates who are eligible for employment in Canada at the time of application. Applications from candidates not presently eligible for employment in Canada are welcomed but consideration of such candidates must be deferred until a Canadian search is complete. Positions are subject to budgetary authorization. To apply, send a curriculum vitae and the names of three references to Dr. Donald A. George, Director, School of Engineering Science, Simon Fraser University, Burnaby, B.C., V5A 1S6, Canada.

SIMON FRASER UNIVERSITY. The **School of Engineering Science** at Simon Fraser University, British Columbia, seeks a senior tenure-track faculty member in the area of physical systems, modelling and dynamics of robotics and control. We are particularly interested in applicants with a background in mechanical or aerospace engineering. Prior industrial experience and an interest in electomechanical design would also be an asset. A strong research record is essential. The successful applicant will join a small research group working on topics related to automation engineering, and will also teach two courses per annum in his or her area of expertise, supervise graduate students, and participate in industrial interactions. Rank and salary will be competitive. The position will be available from January 1990, though a starting data of September 1990 would also be feasible. Engineering Science provides an exciting educational environment demanding high academic standards of its students. Local industry offers many opportunities for faculty research and strong industrial links are characteristic of the program. New faculty members are encouraged to develop their own joint ventures. This academic environment is balanced by the nature and cultural ambience of one of the most attractive cities in North America. Moreover, the university itself enjoys a spectacular mountaintop setting, a short drive from downtown Vancouver. Preference will be given to candidates who are eligible for employment in Canada at the time of application. Applications from candidates not presently eligible for employment in Canada are welcomed but consideration of such candidates must be deferred until a Canadian search is complete. Positions are subject to budgetary authorization. To apply, send a curriculum vitae and the names of three references to Dr. Donald A. George, Director, School of Engineering Science, Simon Fraser University, Burnaby, B.C., V5A 1S6, Canada.

THE UNIVERSITY OF WINDSOR, Windsor, Ontario invites applications for the tenure track position of Assistant Professor in Geotechnical Engineering. Duties include graduate and undergraduate teaching, development of research programs at the M.Sc. and Ph.D level in the Department of Civil and Environmental Engineering. A B.Sc. degree in Civil Engineering and a Ph.D degree in geotechnical engineering are required. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is expected to be at the Assistant Professor level, effective July 1st, 1990. Applicants must hold a Ph.D. and have a strong background in separation technologies, materials (polymer in particular) or process control. Industrial experience is an asset. The interdisciplinary Department offers both undergraduate and graduate programs with active research programs in combustion, catalysis, Zeigler-Natta polymerization, applied statistics, process simulation, optimization and control, and biochemical engineering. Candidates are expected to teach graduate and undergraduate chemical engineering courses and to develop a research program that will complement existing activities in the department and contribute to the overall research efforts of the department. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should include a resume, a statement of research interests, a list of publications and the names of three referees to Dr. C.C. Hsu, Department of Chemical Engineering, Queen's University, Kingston, Ontario K7L 3N6.

THE UNIVERSITY OF WESTERN ONTARIO, Department of Electrical Engineering, invites applications for tenure-track or limited term positions at the assistant professor level. A successful candidate will hold the degree of Ph.D. or equivalent, and have a strong commitment to research and teaching. The research interest may be in any area of electrical engineering, but preference will be given to power systems, control or computer engineering or communications. Industrial experience is an assat. Duties will include the teaching of undergraduate and graduate students, supervision of graduate student research and pursuit of his/her own research; salary and rank will be commensurate with experience. The selection process will begin in early 1990 and continue until suitable candidates are found. Applications, including curriculum vitae and the names of three references should be sent to: Dr. G.S.P. Castle, Chairman, Department of Electrical Engineering, The University of Western Ontario, London, Ontario N6A 5B9, Canada. In accordance with Canadian Immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. Positions subject to budget approval. The University of Western Ontario is an Equal Opportunity Employer.

McGILL UNIVERSITY. Tenure-Track Assistant Professor Position in Mechatronics/Robotics. Applications are sought for a "Junior Chair" intended to complement the new NSERC Industrial Chair in Robotics currently held by Professor John M. Hollerbach. Support of this junior chair includes an NSERC Operating Grant, and the occupant will be expected to spend most of his/her time on research. A Ph.D. in Mechanical Engineering is required, with specialization in Mechanical Design. Candidates should have demonstrated competence in the design and fabrication of electromechanical actuating and sensing systems, ideally for robotics or human movement studies, and an ability to formulate, realize and test advanced control strategies in mechanical design. An aptitude for collaborative work is essential. Applications should be sent to: Prof. A. Ahmed, Chairman, Department of Mechanical Engineering, McGill University, 817 Sherbrooke Street W., Montreal, Quebec, H3A 2K6. In the first instance, this offer is directed at Canadian citizens and landed immigrants in Canada.

UNIVERSITY OF WATERLOO. The Department of Electrical Engineering at the University of Waterloo is seeking candidates for appointment to tenure track faculty positions. Applications are invited in all branches of electrical engineering but preference will be given to persons specializing in power systems/high voltage insulation and microwave integrated circuits. The department also invites applications for definite-term appointments in information technology with preference given to persons specializing in computer networks and communications, and microelectronics. The latter positions are being funded under the auspices of the Information Technology Research Centre (ITRC). The level of the appointments and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Candidates should send their resume to: Dr. Victor H. Quintana, Chairman, Faculty Search Committee, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The submission of resumes from women candidates are particularly welcome. An Employment Equity Employer.

ENGLISH

QUEEN'S UNIVERSITY. The Department of English of Queen's University expects to be able to make one or more renewable tenure-track appointments at the Assistant Professor level from July 1, 1990. Minimum qualifications include the Ph.D and a promising research record. We are particularly interested in candidates in Renaissance, Romantic, or nineteenth-century American literature. Outstanding candidates in other areas are also invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates of either sex are equally encouraged to apply. The University is willing to help the spouse of a new appointee find employment. The closing date for applications is November 1, 1989. A curriculum vitae and the names of three referees (plus an anzalone for those applications of office) should be sent to Professor George M. Logan, Head, Department of English, Queen's University, Kingston, Ontario K7L 3N6.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of English. Applications are invited for tenure-track Assistant Professorships which, subject to final budget review, will commence on 1 July 1990. Candidates are sought in the following areas: Middle English, with emphasis on Chaucer; Renaissance literature; nineteenth-century literature, including the Victorian novel; American literature; Modern English Linguistics or History of English. The required qualifications for appointment are a demonstrable commitment to scholarship, and some classroom experience. Salary will be weighted according to qualifications and experience. Applications (including c.v.s, a writing sample, and the names of three referees) should be sent to Dr. Herbert J. Rosengarten, Head, Department of English, The University of British Columbia, 1873 East Mall, Vancouver, B.C. V6T 1W5. The deadline for applications is 1 November 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia offers equal opportunity of employment to qualified female and male applicants.

MASSEY UNIVERSITY, PALMERSTON NORTH, NEW ZEALAND. Professor of English. Applications are invited from specialists in any field of English Studies for appointment to the Chair in English from the beginning of 1990. The Department of English currently offers undergraduate and graduate programmes in English Literature and Language, Writing, Classical Studies, Art History and Film to a student roll of 2000. Most undergraduate courses are taught both to internal students and by correspondence to extramural students throughout New Zealand. The graduate programme includes Masterate and Ph.D. supervision. The Department maintains close contact with schools within its area, has especially new teaching techniques (including television), and is considering expanding its offering in such areas as Communication and Media Studies. The appointment will be made within the Professorial salary range of NZ$76,000 - NZ$95,000. The successful applicant will be expected to assume the duties of Head of Department while sustaining personal research interests and participating in teaching. Closing date 31 December 1989. Further details of the position together with the conditions of appointment may be obtained from the Secretary, Commonwealth Association of Commonwealth Universities, 36 Gordon Square, London WC1H OPF, or from Mrs. V.B. Brethorton, Personnel Section, Massey University, Palmerston North, New Zealand.

UNIVERSITY OF VICTORIA, VICTORIA, BRITISH COLUMBIA. The Department of English, University of Victoria has a full-time tenure track position effective July 1, 1990 in Rhetoric and Composition at the level of either Assistant or Associate Professor. This position carries responsibility for coordinating the English Department's program in composition and technical writing. Minimum requirements for the job include a Ph.D. near completion and a knowledge of computer techniques used in teaching writing. Candidates who can demonstrate the potential for leadership in writing programs will be preferred. Salary will depend on qualifications and experience. Applicants should send a c.v. and the names of three referees to Terry G. Sherwood, Chair, Department of English, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2; the deadline for applications is February 1, 1990. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply.

L'UNIVERSITE DE MONTREAL, Département d'études anglaises invites applications for a tenure-track position, rank to be determined by qualifications, to begin between June 1 and September 1, 1990. Candidates should have a Ph.D. in English with Literary Theory as field of specialization, and be qualified to teach Literary Theory at graduate and undergraduate levels, and to direct graduate research. A subsidiary interest in Canadian literature, 19th century British literature, or rhetoric and composition theory would be advantageous. Teaching experience in upper-level undergraduate courses or higher is essential, as are publications in literary theory. Courses are taught in English, but a working knowledge of French is required, ability to lecture in French would be an advantage. Women candidates are encouraged to apply. Candidates should send a curriculum vitae, transcripts, and the names of three references to Robert M. Browne, Directeur, Département d'études anglaises, Université de Montréal, C.P. 6128, succ. A, Montréal, Que., H3C 3J7 Deadline for applications is October 30, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. (0252e).

UNIVERSITY OF WINDSOR. Department of English. Applications are invited for a tenure track appointment in Late Eighteenth and/or Early Nineteenth Century Literature, effective July 1, 1990 Ph.D., teaching experience and publication are required. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to equity in employment. Female candidates are especially encouraged to apply. It is the intention of the University to fill its vacancies with assistant professors wherever possible. Send curriculum vitae and the names of three referees by November 15, 1989 to: Dr. Richard Hornsey, Head, Department of English, University of Windsor, Windsor, Ontario, N9B 3P4.

UNIVERSITY OF SASKATCHEWAN. Applications are invited for a tenure-track position, rank open, Assistant Professor, in Critical Theory. The Ph.D. is essential; teaching experience and publications are desirable. This appointment will commence on 1 July 1990. Applicants should send a curriculum vitae, transcripts, and ask three references to write directly to Dr. R.T. Millard, Head, Department of English, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0 Deadline for applications: 31 October 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF NEW BRUNSWICK. The Department of English of the University of New Brunswick invites applications for a probationary tenure-track appointment at the rank of Assistant Professor, effective 1 July 1990 and subject to final budgetary approval. Applicants must hold the Ph.D. and should have either Nineteenth-Century British Fiction or American and non-fictional Prose as their area of specialization. Interested Individuals should ask three referees to send confidential letters, and should themselves forward a letter of application, a detailed curriculum vitae, and a transcript of academic record to Professor Roger Ploude, Chair, Department of English, The University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3. The deadline for applications is 15 November 1989. In accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and permanent residents of Canada only. The University is committed to the principle of employment equity.

WILFRID LAURIER UNIVERSITY, English. Applications are invited for a tenure-track position in 17th-Century Literature. Strong secondary qualifications in another field will be an asset. Teaching assignments will include a senior seminar in our comprehensive Honours program and courses in our General programs. Ph.D. is required; publications and teaching experience preferred. Rank and salary commensurate with qualifications and experience. Appointment effective 1 July 1990. Closing date for applications: 30 November 1989. Applications with curriculum vitae and names of three referees should be sent to Dr. Paul Tiessen, Chair, Department of English, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University has established a smoke-free environment.

UNIVERSITY OF OTTAWA, Department of English. Applications are invited for a tenure-track position at the rank of Assistant Professor effective July 1, 1990. Deadline November 10, 1989. The Department is looking for a candidate with a Ph.D. or almost with, as a minimum, a Ph.D. and some publications. This is an open position, not limited to any particular specialization. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Employment equity is a University policy. Send curriculum vitae and have three letters of reference forwarded to Frank M. Tierney, Chair, Department of English, University of Ottawa, Ottawa, Canada, K1N 6N5.

UNIVERSITY OF REGINA, Department of English. Applications are invited for a tenure-track position at the assistant professor level. Applicants must have a Ph.D. with specialization in English Romantics. Demonstrated Post Ph.D. research accomplishments to accommodate. Duties will include teaching undergraduate and graduate courses. Salary negotiable. Appointment effective July 1, 1990. Closing date for applications is January 15, 1990. Send resumes to Dr. Gordon E. Sielhieug, Chairman, Department of English, University of Regina, Regina, Saskatchewan, Canada, N2L 3G1. The availability of this position is subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors, wherever possible. Applications from women candidates are particularly welcome An Employment Equity Employer.

EXTENSION

UNIVERSITY OF REGINA invites applications for the following position: Division Head, Certificate Programs, University Extension. The primary responsibility of this position is the management of existing certificate programs involving approximately 2,000 registrations each year, and the active pursuit of additional certificate program development to meet the increasing needs of many agencies and individuals. The Head of Certificate Programs will be expected to contribute to the conceptual development of adult programs, demonstrate professional judgement and skills with regard to the design, implementation and evaluation of certificate programs; work effectively with academic colleagues and community organizations to address community concerns and interests to the academic resources of the University; and assume responsibility for the overall management of the program area. Qualifications: a post graduate degree preferably in adult or continuing education; a sound knowledge of management, budgeting and the administrative process necessary to adult and continuing education programming is important; effective interpersonal skills; and previous experience would be an asset This appointment will commence January 2, 1990. Rank, salary negotiable. Salary will be commensurate with qualifications and experience. Please send applications including a complete curriculum vitae and names of at least three references no later than November 14, 1989 to: H.G. Kindred, Dean, University Extension, University of Regina, College Avenue Campus, Regina, Saskatchewan, S4S 0A2; Fax: 1-306-779-4825

FAMILY STUDIES

UNIVERSITY OF ALBERTA. Assistant Professor, Family Development/Family Life Education. The Department of Family Studies of the University of Alberta invites applications for a tenure-track position in Family Development/Family Life Education. Candidates should have a Ph.D. in Family Studies or related Family area with research and teaching experience in one or more of the following areas: Relationship Development, Family Anglo-Saxon literature and the history of the language at both the Graduate and Undergraduate levels. Interested Individuals should ask three referees to send confidential letters, and should themselves forward a letter of application, a detailed Curriculum Vitae, and a transcript of academic record to Professor Roger Ploude, Chair, Department of English, The University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3. The deadline for applications is 15 November 1989. In accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and permanent residents of Canada only. The University is committed to the principle of employment equity.

Development (especially young families), Program Planning and Evaluation. Duties include the coordination and group supervision of field placements of undergraduate students. Starting date for the position is July 1, 1990. The salary range is $34,970 - $51,434 per annum. Please forward a curriculum vitae and the names of three referees to Dr. Norah Keating, 3-38 Assiniboia Hall, University of Alberta, Edmonton, Alberta, Canada T6G 2E7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. Application deadline is December 31, 1989.

FOOD SCIENCE

ACADIA UNIVERSITY. Food Science Department. Assistant or Associate Professor in Food Microbiology. Applications are invited for this tenure track position which will take effect on January 1, 1990, or as soon as possible thereafter. The principal responsibilities of the position are to lecture in Food Microbiology and in related subjects, to undertake an active programme of rigorous research, and to liaise with the Food industry. Applications from a range of backgrounds such as Food Science, Microbiology and Biotechnology are welcome. Qualifications should include a Ph.D. or industrial experience. Strong communication skills are essential. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Acadia University is an equal opportunity employer. Applications, which should include a resume, statement of teaching and research interests and names of three referees, should be sent as soon as possible, preferably by November 1, 1989 to: Dr. J. Lefievre, Head, Department of Food Science, Acadia University, Wolfville, Nova Scotia, Canada B0P 1X0; Tel (902) 542-2201, Ext. 332.

FRENCH

THE UNIVERSITY OF WESTERN ONTARIO. Le Département de français, The University of Western Ontario, est à le recherche d'une professeur/e avec spécialisation en linguistique française et des compétences particulières dans au moins un des domaines suivants: dialectologie, syntaxe et morphologie, linguistique appliquée. Ce poste est au niveau de professeur adjoint et pourrait mener à la permanence. Seuls seront considérés les candidat/es ayant un Ph.D. en linguistique ou un diplôme équivalent dans le même domaine et ayant déjà publié dans leur domaine de spécialisation. Il est exigé de maîtriser la langue et le linguistique française au niveau du B.A. et éventuellement dans le cadre de nos programmes du M.A. et du Ph.D. Envoyer curriculum vitae, noms de trois personnes pouvant fournir des références avant le 5 novembre 1989 à: Dr. L.H. Forsyth, Directrice intérimaire, Département of French, The University of Western Ontario, London, Ontario N6A 3K7. Date d'entrée en fonctions: le 1er juillet 1990. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this ad is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is an Equal Opportunity Employer.

GEOGRAPHY

UNIVERSITY OF BRITISH COLUMBIA. Department of Geography. Applications are invited for a tenure track position, subject to funding, at the rank of Assistant Professor, commencing July 1, 1990. The Department is seeking a resource geographer. Plans have been developed to expand research activity and graduate offerings to complement research in progress in British Columbia. The candidate should be prepared to teach undergraduate and graduate courses in the geography of sustainable development and resource policy, and conduct research in aspects of natural resource systems and their value to society. Expertise in one or more of the following: geographical information systems, statistical analysis, risk analysis, social and environmental impact assessment or remote sensing as applied to resource geography will be an advantage. Demonstrated or potential high quality teaching and research as well as a Ph.D. degree are required. Salary commensurate with experience. Applicants should send a personal resume, names of three referees and samples of published material to Dr. O. Slaymaker, Head, Department of Geography, 1984 West Mall, University of British Columbia, Vancouver, B.C. V6T 1W5. Tel: 604-228-3246. Deadline for receipt of applications: November 15, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Faculty of Arts. Department of Geography. One position, commencing July 1, 1990, subject to University approval. Assistant Professor. Tenure-stream Process Geomorphologist to complement existing programme strengths in the areas of biogeography, climatology, hydrology and quaternary geomorphology. Ph.D. at or near completion is required as well as evidence of a strong research potential and an ability to teach at the undergraduate and graduate level. Applicants should submit a resume and the names of three references by December 15, 1989 to: Chair, Department of Geography, Faculty of Arts, York University, North York, Ontario, Canada M3J 1P3. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

GEOPHYSICS

UNIVERSITY OF WESTERN ONTARIO. Department of Geophysics. Applications are invited for a tenure-track position, subject to the availability of funds. An applicant must have a Ph.D., preferably in Geophysics, with at least two years postdoctoral experience and experience with high pressure-high temperature experiments on a cubic press. The successful applicant will be required to teach at the undergraduate and graduate level and to establish a considerable time for research, principally into the physical properties of matter at pressures and temperatures relevant to processes in planetary interiors, but also to other areas of interest to the applicant and the department. Salary is subject to negotiation and will depend upon the applicant's experience and qualifications. The effective date of employment is September 1990 or by mutual agreement thereafter. Closing date for receipt of applications is 1989 11 01. Address further enquiries to: Dr. A. E. Beck, Professor and Head, Department of Geophysics, The University of Western Ontario, London, Ontario, Canada N6A 5B7. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this ad is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is an Equal Opportunity Employer.

HISTORY

UNIVERSITY OF SASKATCHEWAN. Applications are invited for a tenure track appointment in Tudor-Stuart history to be made, subject to budgetary approval, at the assistant professorial level, effective July 1, 1990. Ph.D., teaching experience and publications are required. The appointee will be expected to teach at the undergraduate and graduate level. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and request three referees to write to Dr. Christopher Kent, Head, Department of History, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Deadline for receipt of applications: 1 January 1990.

YORK UNIVERSITY. Faculty of Arts. Department of History. Applications are invited for a two-year contractually-limited appointment commencing 1 July 1990 at the rank of Assistant Professor in modern Canadian history. A completed PhD and on-going programme of research with evidence of teaching experience is preferred. The successful applicant will teach undergraduate courses in Canadian history at the introductory level and in appropriate advanced specialities. *Salary dependent on qualifications and experience.* Position is subject to budgetary approval. Candidates should arrange to send a curriculum vitae and contidential letters from three referees to: Professor Richard C. Harrison, Chair, Department of History, Faculty of Arts, York University, North York, Ontario M3J 1P3. Applications must be received no later then 15 December 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty.

UNIVERSITY OF VICTORIA. The Department of History at the University of Victoria invites applications for a tenure-track appointment in British history since 1660. The rank to be offered is Assistant Professor. The successful candidate must be able to teach an advanced course (or courses) in nineteenth-century British History. The successful candidate will have completed e doctoral degree. Teaching experience and publications are desirable. Candidates will be expected to teach undergraduate survey and upper level courses and to participate in graduate supervision. Appointment effective 1 July 1990. Applicants should send a curriculum vitae and three letters of reference to Dr. Peter Baskerville, Chairperson, History Department, University of Victoria, Box 1700, Victoria, B.C., Canada V8W 2Y2. Closing date for receipt of epplication is 30 October 1989. In accordance with Canadian immigration requirements, priority in the University of Victoria's hiring policy, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply.

UNIVERSITY OF MANITOBA. The Department of History, University of Manitoba, invites applications for a probationary appointment in the field of post-Civil War American History with special interests in women's and social history. The appointment is at the rank of Assistant Professor and begins 1 July 1990. Applicants should have a Ph.D. and successful teaching experience; research publications are strongly preferred. Current annual salary minimum for Assistant Professor is $30,422; the actual salary paid will depend upon the level of qualifications and experience. Both women and men are encouraged to apply. In accordance with Canadian Immigration, priority will be given to Canadian citizens and permanent residents. Applications should be accompanied by a curriculum vitae and each applicant should ensure that three letters of reference are sent to Professor E.C. Moulton, Head, Department of History, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The closing date for applications is 15 January, 1990.

UNIVERSITY OF MANITOBA. The Department of History, University of Manitoba, invites applications for a tenure stream, probationary appointment in the field of Canadian History/Archives already funded, is intended to link History and Archival Studies in a manner not currently being provided in Canada, but evident in studies in progress in the country. Applicants should have a Ph.D., as well as archival training and/or considerable archival experience, preferably at an archivist level; research publications and successful teaching experience are desirable. Fluency in French es wel as English is also preferred. The appointment provides an opportunity to create an entirely new program supported by unique archival resources, such as the Provincial Archives of Manitoba, which includes one of Canada's leading conservation laboratories; the Hudson's Bay Company Archives; and a number of multicultural archives. The appointee will normally be expected to do some teaching in Canadian History. The rank is open depending upon qualifications, with a starting salary range of $30,000 to $51,000. The appointment would begin preferably 1 April 1990, and not later than 1 July 1990. Both women and men are encouraged to apply. In accordance with Canadian immigration, priority will be given to Canadian citizens and permanent residents. Applications should be accompanied by a curriculum vitae and each applicant should ensure that three letters of reference are sent to Professor E.C. Moulton, Head, Department of History, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The closing date for applications is 15 January, 1990.

UNIVERSITY OF MANITOBA. The Department of History, University of Manitoba, invites applications for a tenure stream, probationary appointment in the field of Canadian History/Archives already funded, is intended to link History and Archival Studies in a manner not currently being provided in Canada, but evident in studies in progress in the country. Applicants should have a Ph.D., as well as archival training and/or considerable archival experience, preferably at an archivist level; research publications and successful teaching experience are desirable. Fluency in French es wel as English is also preferred. The appointment provides an opportunity to create an entirely new program supported by unique archival resources, such as the Provincial Archives of Manitoba, which includes one of Canada's leading conservation laboratories; the Hudson's Bay Company Archives; and a number of multicultural archives. The appointee will normally be expected to do some teaching in Canadian History. The rank is open depending upon qualifications, with a starting salary range of $30,000 to $51,000. The appointment would begin preferably 1 April 1990, and not later than 1 July 1990. Both women and men are encouraged to apply. In accordance with Canadian Immigration, priority will be given to Canadian citizens and permanent residents. Applications should be accompanied by a curriculum vitae and each applicant should ensure that three letters of reference are sent to Professor E.C. Moulton, Head, Department of History, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The closing date for applications is 15 January, 1990.

HOTEL & FOOD ADMINISTRATION

UNIVERSITY OF GUELPH. School of Hotel and Food Administration. Positions Available: Applications are invited for two new positions up to the level of full professor in the School of Hotel and Food Administration. Description of School: The School presently has approximately 500 undergraduate students registered for the B. Comm. degree in either Hotel and Food Administration or in Institutionel Foodservice Management. The development of a graduate program in research is underway and are being given high priority. Additionally, the School has a major commitment to involvement in external programs such as the industry sponsored Management Program for the Hospitality Industry (AMPHI). General Responsibilities: The School is seeking applicants who will play a leading role in the development of one or more of the following areas: a graduate program; a research program or the executive program. Responsibilities include teaching undergraduate/graduate level; participation in the School's advanced management development programs; student advising; developing an active research program, and involvement in the program's public and university service activities. The teaching areas preferred are: hospitality management and service operations management; and, management accounting/finance and management information systems as applied to the hospitality industry. Qualifications: Preference will be given to applicants with: teaching and research experience at undergraduate, graduate level and management development programs; case study teaching and research; a Ph.D.; and, experience in the hospitality industry and/or management programs. Availability: The positions are available from July 1st, 1990. Applications will be accepted until the positions are filled. Application Procedure: Applicants should send a curriculum vitae and the names of three references to: Michael Haywood-Farmer, Director, School of Hotel and Food Administration, University of Guelph, Guelph, Ontario, Canada N1G 2W1, telephone (519) 824-4120, ext. 6116. Appointments are subject to final budgetery approval. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Guelph le committed to Employment Equity.

HUMAN KINETICS

UNIVERSITY OF OTTAWA, School of Human Kinetics invites applicetions for a tenure-track appointment at the Assistant Professor rank, commencing July 1, 1990. The successful applicant must have a strong background in Sport Psychology. Candidates should possess a Ph.D., have demonstrated research activity, e proven record in teaching, and be able to teach in French and English. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Employment equity is currently underway. Applications will be accepted until December 15, 1989. To apply, send curriculum vitae and list of referees to: Dr. D. Soucie, Director, School of Human Kinetics, 125 University, University of Ottawa, Ottawa, Ontario, K1N 6N5.

UNIVERSITE D'OTTAWA, l'Ecole des sciences de l'activité physique est à la recherche d'un ou d'une professeure adjointe pour un poste à temps complet menant à la permanence. Le commencement le 1er juillet 1990. La personne doit posséder une formation en psychologie du sport. Un doctorat est exigé ainsi qu'une aptitude marquée dans son domaine de recherche et de l'expérience dans l'enseignement. Le bilinguisme est essentiel puisque l'enseignement se fera en anglais et en français. Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis est destiné aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'égalité en matière d'emploi. Les candidatures seront acceptées jusqu'au 15 décembre 1989. Faire parvenir votre curriculum vitae et une liste de répondents à Dr Daniel Soucie, Directeur, l'Ecole des sciences de l'activité physique, Université d'Ottawa, 125 Université, Ottawa, Ontario, K1N 6N5.

LAW

UNIVERSITY OF WAIKATO, HAMILTON, NEW ZEALAND. Foundation Dean of Law. The University of Waikato is in the process of establishing New Zealand's fifth Law School, to begin teaching in February 1991. It is intended that the undergraduate and graduate programmes of the new School will be broadly based, including a wide range of extralegal subjects, and will be structured in ways that will specifically relate the study of law to other disciplines. The School's programmes will have a particular emphasis on Pacific studies in the New Zealand context. The University seeks a suitable person to fill the position of Foundation Dean of the School of Law. This position will be the senior academic and executive position within the School, carrying with it the title and rank of Professor. The appointment to a chair within the School will be a continuing one. An initial term of at least four years for the Deanship is contemplated. It is the intention of the University to appoint two further professors subsequent to the appointment of a Dean. The Dean will have a major role in defining and shaping the academic objectives and character of the new School, and in building upon the planning and development work which has already been done. In particular, she or he will have a leading role in academic planning, curriculum development, staff recruitment, and the acquisition of library and other resources. It is expected that by the time the School of Law has produced its first graduates in 1994, it will have a student enrolment of about 500 and a staff establishment of 30 including three chairs. Applicants should be qualified for a law in one of the main fields of law, and should have proven leadership experience. They should have a keen understanding of key issues in contemporary legal education in ways in which they could or should shape the nature of legal education The salary range for Professors in New Zealand is currently NZ$76,800 - NZ$90,000 per annum. A special allowance is paid to Deans, and a suitable package, including future arrangements for paid study leave, will be negotiated with the successful candidate. Enquiries regarding the professional and academic responsibilities of the position may be addressed in writing to the Vice-Chancellor of the University, Dr. W.G. Malcolm. Further information is available from the Academic Staff Registrar, Private Bag, Hamilton, New Zealand (telephone 064 71 562 989 or Fax 064 71 560-135). Applications quoting reference number A6/12 close on 15 November 1989. This University welcomes applications from suitable people regardless of race, creed, marital status, or disability.

UNIVERSITY OF MANITOBA. The Faculty of Law, University of Manitoba invites applications for a tenure-track position at the rank of Assistant Professor. The salary range is currently $30,422 to $52,929 (under negotiations). The effective date of this appointment, subject to budget approval, is 1 July 1990. Qualifications include a first degree in Law and graduate work or practice or equivalent experience. Preference will be given to those with demonstrated teaching and/or research experience. Interdisciplinary interests will be an asset. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. The Manitoba Faculty of Law emphasizes balance and diversity in legal education. It offers doctrinal courses, a clinical program, graduate programs, and a wide range of "perspective courses" which look at law in a wider social, political, economic and philosophicet contaxt. Our Legal Research institute provides support and encouragement for achotars at all levels. The size of the Law School (with a total enrollment of approximately 270) permits smaller classes and extensive interaction with students and among colleagues. The Law School offers unusual scope for talented and energetic individuals who want to join our tradition of excellence and innovation in teaching, and help in our growing contribution to legal scholarship. Applications should be received no later than November 30, 1989. Applications, including a resume and the names and addresses of three referees, should be sent to Dean Roland Penner, Faculty of Law, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

MANAGEMENT

UNIVERSITY OF ALBERTA. Academic Position in Operations Management/Research. The Department of Finance and Management Science in the Faculty of Business has a tenure-track position (July 1, 1990) as Assistant Professor in the area of Applied Operations Research or Operations Management. The candidate should have a strong interest in research and applications. Preference will be given to those with a background in stochastic modeling. Responsibilities will include teaching of undergraduate and graduate courses. Applicants should have a Ph.D. or be at the completion stage of the degree. Interviews will be held at the TIMS/ORSA meeting in New York. Interested individuals are invited to send resumes in advance of the meeting to: Professor Steve Beveridge, Chairmen, Department of Finance & Menegement Science, Faculty of Business, The University of Alberta, Edmonton, Alberta, Canada T6G 2R6. The University of Alberta is committed to the principle of equity in employment.

THE UNIVERSITY OF CALGARY Faculty of Menegement. Tenure track positions are available in Accounting, Finance, Management Science, Management information Systems, Merketing, Policy end Environment, Menegement of Organizations end Human Resources, New Venture Development, Tourism and Internetional Business. PhD or DBA preferred. Rank and salery based on qualifications and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. The Faculty of Management is an accredited member of AACSB. It occupies a building specifically designed for management teaching and research including ceserooms, excellent computer resources and a management library. Applications should be sent to: Dr. Vern Jones, Associate Dean, Faculty of Management, The University of Calgary, 2500 University Drive, N.W., Calgary, Alberte T2N 1N4.

MATHEMATICS & STATISTICS

QUEEN'S UNIVERSITY AT KINGSTON. Department of Mathematics and Statistics. Applications are invited for a renewable (tenure track) position at the assistant professor level beginning July 1990. Candidates are sought with demonstrated interest in the theory of undergraduate teaching. The Department is especially interested in candidates whose area of research is in statistics, or applied numerical analysis or other applied mathematics. Candidates with research interests in other areas, which would make for interaction with current members of the Department likely, may also be considered. A substantial portion of the Department's undergraduate teaching is in engineering students. Candidates are requested to provide evidence in their applications which indicates their potential or proven ability for effective teaching in this area. Salary is negotiable - the present assistant professor base salary is $32,375 per annum. Those interested are requested to send their curriculum vitae and arrange for letters of recommendetion from three or more referees to be sent to the address given by January 15, 1990. At least one letter should comment on the candidate's teaching ability. Professor Joan M. Geramita, Chair, Appointments Committee, Department of Mathematics & Statistics Department, Queen's University, Kingston, Ontario K7L 3N6. In accordence with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates of either sex are equally encouraged to apply. Queen's University is willing to help the spouse of a new appointee to seek suitable employment.

QUEEN'S UNIVERSITY AT KINGSTON. Department of Mathematics and Statistics. Applications are invited for a renewable (tenure track) position at the rank of assistant professor in the area of algebraic geometry to begin July 1991. The successful applicant will have an excellent research record and be able to interest graduate students in the Department working in this area. Salary will be negotiable - the current assistant professor floor is $32,375. Those interested are requested to arrange for the curriculum vitae and letters of recommendation from three or more referees be received at the address given by October 31, 1989. At least one letter should comment on the candidate's teaching ability. Professor Joan M. Geramita, Chair, Appointments Committee, Department of Mathematics & Statistics Department, Queen's University, Kingston, Ontario K7L 3N6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates of either sex are equally encouraged to apply. Queen's University is willing to help the spouse of a new appointee to seek suitable employment.

YORK UNIVERSITY, TORONTO, CANADA. Department of Mathematics. Applications are invited for a tenure-track position in analysis, rank open, to commence July 1, 1990, subject to final approval by the University. One or more limited-term or tenure-track positions in mathematics or statistics, rank and field open, are also anticipated, subject to budgetary approval. Applicants must have a Ph.D. and proven research and teaching abilities at both the undergraduate and graduate level. Applicants should send resumes and arrange for three letters of recommendation to be sent by December 31, 1989, to: Walter Tholen, Chair, Department of Mathematics, 4700 Keele Street, North York, Ontario, M3J 1P3 Canada. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF WATERLOO. Combinatorics and Optimization. Applications are being invited for a tenure-track faculty position at the rank of Assistant Professor. A Ph.D. in an area of combinatorics or optimization is required, and the candidate should have proven ability, or the potential, for excellent research and effective teaching. Responsibilities will include the supervision of graduate students, as well as teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Interested individuals should send resumes and the names of three references to: Prof. I.P. Goulden, Chairman, Department of Combinatorics and Optimization, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1. The effective date of appointment: July 1, 1990. Closing date for receipt of applications is December 31, 1989. The availability of this position is subject to budgetary approval. In accordance with Canadian Immigretion requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill its regular academic vecancies with recent Ph.D. graduates appointed es Assistant Professors wherever possible. Applications from women candidefes are particularly welcome.

MEDICINE

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Faculty of Medicine. Hyperberic Physiology. Applications are invited from M.D. or Ph.D. qualified scientists with research interests in the area of hyperbaric physiology and involvement with our new MEDICOR facility. The MEDICOR facility (Centre for Offshore & Remote Medicine) was recently opened as part of the Faculty of Medicine within the Health Sciences Centre at Memorial University. This important component of the MEDICOR centre is a four chamber hyperbaric tecility consisting of three inter-connected hyperbaric chambers equipped for saturation diving. The system is rated at 30 atmospheres absolute. In addition, a vertical wet diving chamber and e large research laboratory complex are also available. The Faculty of Medicine at Memorial has active research in areas including environmental physiology/pharmacology and neurosciences, and we hope to be able to recruit a young investigator who will be able to interface between the MEDICOR facility and these other established research ereas. The successful applicant will be expected to establish an independent research portfolio in accordance with our undergreduate and greduate teaching programs. The starting date is by negotiation, and will be in accordance with Canadian immigration requirements, priority of consideration will be initially given to Canadian citizens and permenent residents of Canada. Applications should be made in writing with full C.V., the names of three referees and a brief research outline to: Dr. Henry Manson, Chairman of Anaesthesia and Assistant Director of MEDICOR, Faculty of Medicine, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1B 3V6.

McGILL UNIVERSITY. Director of Family Medicine Research. Applications are invited for the poeition of Director of Research for the Department of Family Medicine at McGill University. This is a full-time tenure-track position. The successful cenditdate will have an M.D. and/or Ph.D. or equivalent and will have a record of research of family medicine/prtmery medical care or have an interest in applying his/her present research expertise to problems in family medicine. Candidates in medical sociology, epidemiology, medicel anthropology, health psychology, nursing or societ work would be particularly appropriate. The successful candidate will have a proven record of leadership and administrative ebility and e demonstrated ability to coordinate interdisciptinary research. The successful candidate will also have an interest in assisting existing faculty to improve their research skills and in collaborating with them on specific research projects. The Director, in consultation with other faculty members, will develop and implement an overall research strategy for the Department. Rank and salery will be in accordance with the qualifications and experience of the successful candidate. McGill University offers equal opportunities for employment to qualified male and female candidates. In accordance with Canadian immigration requirements, this advertisement le directed to Canadian citizens and permanent residents. Please apply enclosing curriculum vitae to: Dr. Ellen Rosenberg, Chairperson, Research Committee, Department of Family Medicine, McGill University, 517 Pine Avenue West, Montreal, Québec, H2W 1S4.

UNIVERSITE McGILL. Directeur(rice) de recherche en médecine familiale. Nous sommes à la recherche d'un(une) directeur(rice) de recherche pour le

département de médecine familiale de l'université McGill. Il s'agit d'un poste à plein temps ouvrant droit à la permanence. Les candidat(e)s doivent être titulaires d'un docteur en médecine et(ou) d'un docteur ou d'un grade équivalent et posséder un palmarès de recherche en médecine familiale/soins médicaux primaires ou vouloir axer leurs recherches actuelles sur les problèmes de la médecine familiale. Une spécialisation en sociologie médicale, épidémiologie, anthropologie médicale, psychologie de la santé, sciences infirmières ou service social est également indiquée. Le(La) directeur(rice) de recherche doit avoir fait preuve de qualités de chef et d'administrateur(rice) et être en mesure de coordonner les activités d'une équipe de recherche interdisciplinaire. Le(la) candidat(e) retenu(e) devra également vaquer à des tâches d'enseignante en place à améliorer leurs talents de chercheur et collaborer avec eux à des projets de recherche spécifique. Avec le concours d'autres membres du corps enseignant, il(elle) devra élaborer et mettre en place une stratégie de recherche globale pour le département. Le rang et le salaire seront à la mesure des qualifications et de l'expérience du(de la) candidat(e). L'Université McGill est particulièrement soucieuse à l'égalité des hommes et des femmes quelles. Conformément à la législation canadienne en matière d'immigration cette annonce s'adresse en premier chef aux citoyens canadiens et aux résidents permanents. Prière de faire ecte de candidature en annexant son curriculum vitae: Docteur Ellen Silverberg, Présidente, comité de recrutement, Oepartement de médecine familiale, Université McGill, 5.17, avenue des Pins ouest, Montréal (Québec) H2W 1S4.

UNIVERSITY OF SASKATCHEWAN. Dermatologist: Academic full time position available January 1, 1990 in the Division of Oermatology, Oepartment of Medicine, University of Sasketchewan, Saskatoon, Canada. Responsibilities include patient care, teaching and research. Eligibility for Specialist's Certification in Canada required. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents. Forward CV and names of three referees to: Dr. R.M. Bala, Head, Oepartment of Medicine, University of Saskatchewan, University Hospital, Saskatoon, Canada S7N 0X0.

THE UNIVERSITY OF SASKATCHEWAN, Oepartment of Family Medicine, is recruiting a faculty position, Assistant/Associate Professor, as a 100% full-time faculty person for a well established, full accredited, twenty resident program in Saskatoon, Saskatchewan. Candidate must have Certification from the College of Family Physicians of Canada and be eligible for licensure with the College of Physicians and Surgeons of Saskatchewan with three years of previous clinical experience. Responsibilities include teaching undergraduate and postgraduate students, scholarly activities (including research), direct inpatient and ambulatory patient care (including obstetrics) and administrative duties. Competitive salary and fringe benefit plan. Rank and responsibilities commensurate with experience. The University of Saskatchewan is an equal opportunity employer. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications with curriculum vitae and the names of three references should be directed to: Or. S.G. Smith, Chairman, Oepartment of Family Medicine, University of Sasketchewan, Saskatoon, Saskatchewan, S7N 0X0; or call: (306) 966-7844.

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. Senior Lecturership in Obstetrics & Gynaecology (Limited Term Appointment), Department of Obstetrics & Gynaecology, School of Medicine. The position is available for a five-year term). The appointee will be based at Middlemore Hospital, where he or she will be expected to provide academic leadership within the Obstetrics and Gynaecology Departments where up to half the undergraduate students gain their clinical experience. Clinical duties will be up to 5/10. Provision exists for an exceptionally well qualified person to be appointed at Associate Professor level. Applicants must hold a medical qualification registrable in New Zealand and should be a member of the Royal College of Obstetricians and Gynaecologists or have an equivalent postgreduate qualification, registrable with the Royal New Zealand College of Obstetricians and Gynaecologists. They should also have experience in teaching and research. It is expected that the successful applicant will aim to develop a permanent career in obstetrics and gynaecology and it will be an advantage if they have a higher degree and additional skill in a special interest area in modern obstetrics and gynaecology. Commencing salery will be estabfished within the range for Senior Lecturers (currently NZ64,000), or five increments to $NZ83,000 per annum. Council may at its discretion increase this to $NZ9,000. The salary range for an Associate Professor is $NZ87,000 to $NZ95,200 per annum. Conditions of appointment and method of application are available from the Assistant Registrar (Academic Appointments), University of Auckland, Private Bag, Auckfend, New Zealend. Applications in accordance with the method of application should be forwarded as soon as possible, but not later then 3 November 1989. The University of Auckfand An Equal Employment Opportunity Employer.

THE UNIVERSITY OF BRITISH COLUMBIA. Research Associate, Oepartment of Medicine. The candidate should heve a Ph.D. in Cell Biology or Biochemistry with post-doctoral experience in connective tissue biochemistry, to join a multidisciplinary group investigating the pathophysiology of lung disease with particular emphasis on airway disease and the role of cartilage and lung proteoglycans in these processes. Expertise in protein and proteoglycan biochemistry and cell culture desirable. Salery will be commensurate with experience. Deadline date for receipt of applications is November 30, 1989 for a January 1, 1990 starting date. Term of appointment will be one (1) year and may be renewable. The deadline will be extended until a suitable candidate is found. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Please reply to: Dr. Peter Pare, Respiratory Division, The University of British Columbia, St. Paul's Hospitel, 3rd Floor - 1081 Burrard Street, Vancouver, B.C. V6Z 1Y6.

DALHOUSIE UNIVERSITY/VICTORIA GENERAL HOSPITAL, HALIFAX, NOVA SCOTIA. An Academic Gastroenterologist, with an outstanding record in the specialty is required to join the Division of Gastroenterology. Expertise in tertiary level endoscopy will be an asset, as will be experience in liver transplant program. In this geographic, full-time position university rank will be based on appropriate experience and remuneration is highly competitive. The successful candidate will be expected to have the specialist's qualification FRCPC or equivalent or an equivalent higher degree, to obtain same within two years of appointment. Consideration will also be given for a Teaching Fellow position. In accordance with Canadian Immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents. Dalhousie University has a policy of effirmative action in hiring qualified women academic staff. Please send curriculum vitaes to: Dr. D. Noel Williams, Professor and Head, Division of Gastroenterology, Orpartment of Medicine, Dalhousie University, c/o Floom 1624, Victoria Research Centre, 5849 University Avenue, Halifax, Nova Scotia, B3H 4H7.

MOLECULAR BIOLOGY PARASITOLOGY

McGILL UNIVERSITY. Applications are invited for the position of a Molecular Biologist at the Assistant Professor level in the McGill University Centre for the Study of Host Resistance located at the Montreal General Hospital Research Institute. The position involves initiation and coordination of independent basic research work dealing with the molecular biology of multidrug resistant Plasmodium falciparum and the molecular genetics of natural resistance to infection in humans. The successful candidate is expected to have a working experience with multidrug resistant malaria strains and/or multidrug resistant tumor cells; with the molecular genetics of infection-susceptibility genes and he/she must demonstrate a proven ability to work in developing countries (at least one year stay with documented research record). Experience in molecular parasitic diseases is preferable. The position is open as of January 1, 1990 for a one year term, renewable for 3 years. The annual stipend is $40K. Applications with curriculum vitae and names of three referees are to be submitted by November 1, 1989 to Dr. Emil Skamene, Montreal General Hospital, 1650 Cedar Avenue, Montreal, Quebec H4G 1A4. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

MUSIC

McGILL UNIVERSITY. I. One tenure track appointment at the rank of Assistant Professor. 2. Ph.O. in musicology, completed or near completion; areas of specialization: music of the Classical period and/or music in Romanticism; research interest in the Renaissance an esset. 3. Applicants must have a strong commitment to both teaching and research established; teaching of undergraduate and graduate courses and seminars through the doctoral level; supervision of graduate theses; ability to teach modal and tonet counterpoint and/or tonet analysis an esset. 5. Current base salaries: lecturer-$28,200; essistant professor-$35,357; associate professor-$41,205. 5. Send a curriculum vitae and arrenge to have three fetters of reference sent to Prof. Steven Huebner, Chairman, Oepartment of Theory, Faculty of Music, McGill University, 555 Sherbrooke St. West, Montreal, PQ H3A IE3. 6. Effective: September 1, 1990. 7. Deadline: November 1, 1989. 8. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

McGILL UNIVERSITY. I. One (1) tenure track appointment at the rank of Assistant Professor. 2. Ph.O. in musicology, completed or near completion; areas of specialization: music of the Classical period and/or music in Romanticism; research interest in the Renaissance an esset. 3. Applicants must have a strong commitment to both teaching and research established; teaching of undergraduate and graduate courses and seminars through the doctoral level; supervision of graduate theses; ability to teach modal and tonet counterpoint and/or tonet analysis an esset. 5. Current base salaries: lecturer-$28,200; essistant professor-$35,357; associate professor-$41,205. 5. Send a curriculum vitae and arrange to have three fetters of reference sent to Prof. Steven Huebner, Chairman, Oepartment of Theory, Faculty of Music, McGill University, 555 Sherbrooke St. West, Montreal, PQ H3A IE3. 6. Effective: September 1, 1990. 7. Deadline: November 1, 1989. 8. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents

NEUROLOGY & NEUROSURGERY

McGILL UNIVERSITY. Department of Neurology & Neurosurgery. Applications are invited for the position of a tenure-track assistant professor in the Department of Neurology & Neurosurgery, McGill University in the Montreal Neurological Hospital and Institute, for a neurologist with a special interest in the molecular basis of neuromuscular disease. The appointment can be made from July 1, 1990. The position will involve initiation and coordination of basic science and clinical research projects in close collaboration with other members of the Neuromuscular Research Group. A strong background in biochemistry/biophysics with experience in clinical magnetic resonance spectroscopy, metabolic physiology of exercise, and molecular biology is essential. The candidate must be a clinical neurologist and hold a Ph.D. or equivalent in biochemistry or biophysics with at least two years of post-doctoral research experience. A credible publication record should already be established. The successful candidate will be expected to have the specialist's qualification FRCPC or equivalent or an equivalent higher degree, to obtain same within two years of appointment. Consideration will also be given for a Teaching Fellow position. In accordance with Canadian Immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents. Dalhousie University has a policy of effirmative action in hiring qualified women academic staff. Please send curriculum vitaes to: Dr. D. Noel Williams, Professor and Head, Division of Gastroenterology, Orpartment of Medicine, Dalhousie University, c/o Floom 1624, Victoria Research Centre, 5849 University Avenue, Halifax, Nova Scotia, B3H 4H7.

NURSING

UNIVERSITY OF MANITOBA. Applications are invited for the position of Director of the Centre for Nursing Research Institute. Suitable candidate will be eligible for a probationary (f enure) track position at the School of Nursing, University of Manitoba. Will provide leadership in research consultation to nurses in the province; administrative management of the Institute supervision and evaluation of staff; promoting the Institute through public relation activities; maintaining a close liaison with the Manitoba Association of Registered Nurses; teaching in the Master of Nursing Program in the area of research; maintaining an ongoing program of research and scholarship; participation in community and professional activities. Qualifications: Preference will be given to candidates with (1) a doctoral degree or equivalent substantive progress towards a doctoral degree in nursing or in a related discipline. Outstanding candidates with master's degree in Nursing or closely related disciplines may be considered; (2) evidence of advanced research training and experience; (3) demonstrated ability in establishing professional relationships both women and men are encouraged to apply. In accordance with Canada immigration, priority will be given to Canadian citizens and permanent residents. Rank and salery will commensurate with qualifications and experience. Registration with the Manitoba Association of Registered Nurses required. Applications should be directed to: Dr. J. Larsen, Director, School of Nursing, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

THE UNIVERSITY OF WESTERN ONTARIO. Nurse-Researcher with an interest in the elderly. To become a member of an interdisciplinary research group conducting studies to enhance home-based care, communication with the elderly and family, teaching of practice. Candidates should preferably have a Masters degree in Nursing, Ph.O., and demonstrated research experience. A clinical background in gerontological nursing with a specific interest in the care of the elderly is preferred. Successful applicant will be appointed in the Faculty of Medicine and Dental for a cross-appointment in the Faculty of Nursing (requires a Certificate of Competence with the College of Nurses of Ontario). This position is funded by the Ontario Ministry of Health as part of a health system linked research unit for five years, with the possibility of long-term appointment witt be et en academic rank and salery commensurate with educafion and experience. Apply to: Dr. Marlin Bass, Director, Centre for Studies in Family Medicine, Kresge Building, the University of Western Ontario, London, Ontario N6A 5C1 by October 31, 1989. Positions are subject to budget approval. In accordance with Canadian Immigretion requirements, this ad is directed to Canadian citizens and permanent residents of Canada. The University of Western Onterio is an Equal Opportunity Employer.

THE UNIVERSITY OF WESTERN ONTARIO, LONOON, CANADA. Dean, Faculty of Nursing. Applications and nominations are invited for the position of Oean, Faculty of Nursing, The University of Western Ontario. The appointment, to be effective July 1, 1990, is for a period of seven years, renewable. A candidate should heve an estabtished reputation as an academic researcher and teacher and should have the necessery inter-personal skills and edministrative experience to provide leadership for the ongoing development of the programs of the Faculty. The University of Western Ontario has a total enrolment of approximately 15,700 full-time undergraduates, 1,900 full-time graduate students and 3,300 full-time equivalent students engaged in part-time studies. The University is located in the City of London, which has a population of 290,000 and is approximately 180 km south-west of Toronto, Ontario. The Faculty of Nursing offers a Bachelor of Science Degree for basic and post-RN students with an enrolment of 360. The Master of Science Degree program has an enrolment of 50. The Faculty of Nursing is one of four faculties within the division of the Health Sciences. The Faculty has a strong collaborative relationship with the University teaching hospitals and other community health agencies. The successful candidate must be a professional nurse eligible for registration in the Province of Ontario. Preference will be given to a candidate with an earned doctoral degree. Nominations and applications should be submitted by November 1, 1989 to Professor T.J. Collins, Provost & Vice-President (Academic), Room 107, Stevenson-Lawson Building, The University of Western Ontario, London, Ontario, N6A 5B8. Applications should include a curriculum vitae and the names of at least three referees. In accordance with Canadian immigration requirements, this advertisement is directed especially to citizens and permanent residents of Canada. The University of Western Ontario is an equal opportunity employer.

OCEAN SCIENCES

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Ocean Scientists. The Ocean Sciences Centre, a research unit within the Faculty of Science, Memorial University of Newfoundland, invites applications for two tenure-track faculty positions at the level of Assistant Professor (Research). Research and teaching, primarily at the graduate level, are the primary responsibilities. We will consider candidates with a background and achievements in any oceanographic science that complements OSC research in cold oceans, which includes zooplankton ecology, fisheries oceanography, coldwater aquaculture environments, physiological ecology, geophysics, Quaternary paleoclimatology and oceanography, and physical oceanography. OSC occupies a 4000 sq. m laboratory complex building situated 6 km north of the University's main campus in St. John's, as well as smaller facilities on campus. Work at sea utilizes OSC's two research vessels, the marine research vessels of the Northwest Atlantic Fisheries Centre and the Bedford Institute of Oceanography. Interested persons should send a resume, letter of research interests, and the names of three potential referees to: Richard L. Haedrich, Director, Ocean Sciences Centre, Memorial University of Newfoundland, St. John's, Newfoundland, A1B 6S7, Canada; Tel: (709)726-6698; FAX: (709)726-7711; Telemail: NICOS. In accordance with Canadian immigration requirements this advertisement is directed, in the first instance, to Canadian citizens and permanent residents of Canada. Starting dates: February and June 1990. Application deadline: November 1, 1989.

OVERSEAS ASSIGNMENT

SHERUBTSE COLLEGE, BHUTAN. Applications are invited for a teacher of Mathematics and Physics at Sherubtse College, Bhutan, effective July 1, 1990. A second position in another subject, such as Economics, Chemistry or English is a possibility. Qualifications include at least a master's degree and teaching experience. Responsibilities include involvement in course and curriculum development as part of the program to upgrade Sherubtse College. Salary will be commensurate with qualifications. Bhutan is a small country with a population of less than one million, situated north of the Indian state of Assam and west of Sikkim. Government policy has been to undertake modernization slowly and deliberately, with a view to preserving a rich traditional culture. This two-year term position is funded from external sources and is not a University appointment. Second appointments of three full year of high school and the first two years of university. Current enrolment is 400 students in-residence. For further information please contact Dr. Rajat Mitter, Coordinator, Bhutan Project, The International Centre, The University of Calgary, 2500 University Dr. N.W., Calgary, Alberta T2N 1N4

PHARMACEUTICAL SCIENCES

THE UNIVERSITY OF BRITISH COLUMBIA. Faculty of Pharmaceutical Sciences and St. Paul's Hospital Faculty Position in Radiopharmacy/Pharmaceutical Chemistry. Applications are invited for a tenure track position at the level of Assistant Professor in the Division of Pharmaceutical Sciences and Radiopharmacist, St. Peul's Hospital. Applicants should heve a Ph.D. with clinical nuclear medicine experience. A professional degree in pharmacy is desirable but not essential. The successful candidate is expected to develop an active research program to complement an established research facitity. Teaching responsibilities include both graduate and undergraduate courses. Of particular interest are individuals with expertise in areas of cell labelling and radiopharmaceutical manufacturing. Start date: 1 January 1990 (for an initial appointment to 30 June 1992, renewable bi-annually until tenured). Salary is negotiable, commensurate with experience and is subject to final budgetary approval. Deadline for applications is 31 October 1989 or until positions is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send a curriculum vitae, a letter of application outlining future research interests, and a list of three references to: Mark E. McNeill, Faculty of Pharmaceutical Sciences, University of British Columbia, 2146 East Mall, Vancouver, B.C. V6T 1W5; Phone No.: (604) 228-2343. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals.

PHARMACY

DALHOUSIE UNIVERSITY. College of Pharmacy. Faculty Position - Pharmaceutics, Biopharmaceutics or Pharmacokinetics. Applications are invited for an Assistant/Associate Professor tenure-track position in Pharmeceutics, Biopharmaceutics or Pharmacokinetics at the College of Pharmacy, Dalhousie University. Preference for this position will be given to candidates with a Ph.O. degree in one of these areas, however, those with a Ph.D. in science with a suitable background, such as experience in controlled release drug delivery, will be considered. Industrial research, industrial and/or teaching experience are desirable. The successful candidate will be expected to teach undergraduate and graduate teaching and to maintain an active research program. Internationally recognized collaborative research with groups within the Faculties of Medicine and Dentistry exist and is supported by cross-appointments. Start-up support is available from within the University. Salary and rank will be commensurate with experience and qualifications. The position will become available January 1, 1990. Applications must be postmarked on or before November 30, 1989 to be considered. Application should include a curriculum vitae, a short description of research interest and the names and addresses of three references, and should be submitted to: Dr. R.F. Chandler, Director, College of Pharmacy, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 3J5. In accordance with Canadian immigrafion requirements, priority will be given to Canadian cittzens and permanent residents of Canada. Dalhousie University has a policy of affirmative action in hiring qualified women academic staff.

DALHOUSIE UNIVERSITY. College of Pharmacy. Faculty Position - Clinical Pharmacy. Applications are invited for a faculty position in Clinical Pharmacy Applicants must hold a Pharm.D. (or equivalent) degree. Completion of a residency in Pharmacy is desirable. The successful candidate is expected to teach and carry out research in clinical pharmacy, to develop a strong clinical involvement through a joint appointment with a local teaching hospital. This position is available from January 1, 1990 or as soon as possible thereafter. Rank and salary will be commensurate with qualifications and experience. A letter of application together with a curriculum vitae and the names and addresses of three references must be postmarked on or before November 30, 1989 to be considered. Application should include a curriculum vitae, a short description of research interest and the names and addresses of three references, and should be submitted to: Dr. R.F. Chandler, Director, College of Pharmacy, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 3J5. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Dalhousie University has a policy of affirmative action in hiring qualified women academic staff.

DALHOUSIE UNIVERSITY. College of Pharmacy. Faculty Position - Pharmacy Administration. Come, live and work in Canada's "Ocean Playground"! Enjoy fine beaches, good salting, and fabulous seafood. Enjoy the rolling hills and valley orchards. Join with a quarter of a million people in enjoying the many good things the Halifax-Metro area has to offer. We are one hour away from Boston by plane and Montreal and Toronto are not much further. As well, there are direct flights to the United Kingdom and Europe. In other words the location is great. Now, about the position. We require someone to do research in areas such as cost-benefit analysis for the provision of various pharmacy health care plans in our Maritime Provinces. Along with a number of health professional schools, Dalhousie University has a School of Business Administration, a School of Public Administration and a School of Health Services Administration. The possibility of collaboration with these Schools is excellent. Preference for this position will be given to candidates with a Ph.D. in Pharmacy Administration, however, those with a suitable background in Pharmacoepidemiology will be considered. This is a tenure-track appointment at the rank of Assistant/Associate Professor. Salary and rank will be commensurate with experience and qualifications. The posttion is currently available and apptications must be postmarked on or before November 30, 1989 to be considered. Application should include a curriculum vttae, a short description of research interest and the names and addresses of three references, and should be submitted to: Dr. R.F. Chandler, Director, College of Pharmacy, Dalhousie University, Halifax, Nova Scotia, Canada B3H 3J5. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Dalhousie University has a policy of effirmative action in hiring qualified women academic staff.

PHILOSOPHY

McMASTER UNIVERSITY. The Department of Philosophy of McMaster University invites applications for a tenure-track appointment at the rank of Assistant or Associate Professor. Requirements are a Ph.D., along with demonetrated skills in research and teaching. The successful candidate will have a specialization in the history of modern philosophy before Kant. Ability to teach feminist philosophy will be an advantage. Duties will consist of teaching, on average, two courses one term, three the other. One course is normally a graduate seminar. Salary, dependent upon qualifications and experience, will not be less than $32,575. Applications, including curriculum vitae, and letters sent by three academic referees, should be addressed to: Dr. D.L. Hitchcock, Chairman, Department of Philosophy, McMaster University #416, 1280 Main Street West, Hamilton, Ontario, L8S 4K1. The appointment, subject to final budgetary approval, will be effective July 1, 1990. Applications will be accepted until January 15, 1990. Applications from women are especially encouraged. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster offers equal employment opportunities to qualified male and female applicants.

SIMON FRASER UNIVERSITY. Positions Open: I. Assistant Professor, tenure track, beginning 1 September 1990. AOS: Open. AOC: Open. Two courses per semester. Ph.D. required at the time of appointment. Evidence of excellence in undergraduate teaching and of superior research capabilities required. Candidates must submit samples of written work, c.v. and names of referees to Appointments Committee, Philosophy Department, Simon Fraser University, Burnaby, B.C. Canada V5A 1S6 by 1 December 1989. In accordance with Canadian immigration requirements, this notice is directed to people who are eligible for employment in Canada at the time of application. However other qualified candidates are also invited to apply. Simon Fraser University offers equal employment opportunities to qualified applicants.

2. Assistant Professor, tenure track, beginning 1 September 1990. AOS or AOC: History of Philosophy (Ancient and/or Modern) or Ethics/Political Philosophy. Two courses per semester, primarily in one of these two areas. Ph.D. required at the time of appointment. Evidence of excellence in undergraduate teaching and of superior research capabilities required. Candidates must submit samples of written work, c.v. and names of referees to Appointments Committee, Philosophy Department, Simon Fraser University, Burnaby, B.C. Canada V5A 1S6 by 1 December 1989. In accordance with Canadian immigration requirements, this notice is directed to people who are eligible for employment in Canada at the time of application. However other qualified candidates are also invited to apply. Simon Fraser University offers equal employment opportunities to qualified applicants.

PHILOSOPHY-ETHICS

THE UNIVERSITY OF BRITISH COLUMBIA. The Department of Philosophy at the University of British Columbia is inviting applications for a tenure track appointment at the Associate or mid-rank Professor level to the Maurice Young Chair in Applied Ethics beginning July 1, 1990. The successful candidate must be an established scholar with his/her principal research focus in ethics, and must also have a developed or developing interest in applied ethics. This appointment is viewed by the University as an important step in its commitment to develop research and teaching strength in applied ethics. The appointment, should, following a subsequent junior appointment, evolve into the leadership of a centre for applied ethics. Joint appointment may be offered, if appropriate, with Communication, Medical or Law Faculties. Salary commensurate with qualifications and experience. Deadline for applications is 15 November 1989. Applicants should send a vita and the names of three referees to Or. Howard Jackson, Acting Head, Department of Philosophy, University of British Columbia, Vancouver, B.C. V6T 1W5. Equal consideration will be given to male and female applicants. In accordance with Canada Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

PHYSICAL THERAPY

THE UNIVERSITY OF BRITISH COLUMBIA. School of Rehabilitation Medicine, Faculty Position - Division of Physical Therapy. Applications are invited for a tenure track position at the rank of Assistant Professor or Associate Professor (subject of finel budgetary approval) in the Division of Physical Therapy at the University of British Columbia. Preference will be given to candidates who are eligible for membership in the Canadian Physiotherapy Association, to applicants with a doctoral degree and to individuals with previous teaching experience in physiotherapy. Undergraduate teaching in the Musculoskeletal area (which may include Electrotherapy) is required for the position. Responsibilities include teaching, research and scholarly work, and some administrative duties. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian

citizens and permanent residents of Canada. Deadline for submission of applications is January 1, 1990 for a sterling date of July 1, 1990. Application, curriculum vitae, and the names of three referees should be submitted to: Dr. Charles Christiansen, Director, School of Rehabilitation Medicine, The University of British Columbia, T106 Third Floor, Koerner Pavilion, 2211 Wesbrook Mall, Vancouver, British Columbia, V6T 2B5, Canada; Telephone: (604) 228-7392. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals.

PHYSICS

UNIVERSITY OF WATERLOO. Physics. Postdoctoral Fellowships at University of Waterloo. The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, high-temperature superconductivity, particle physics and relativity, biophysics, surface physics and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research programs will be sent on request. Applicants should send e resume and names of 3 references to Professor A.D.S. Nagi, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicationse from women candidates are particularly welcome. An Employment Equity Employer.

POLITICAL SCIENCE

UNIVERSITY OF ALBERTA. The Department of Political Science, University of Alberta, invites applications for a tenurable position at the junior assistant professor level in the field of American Politics and Government. Applicants should have a completed Ph.D., a commitment to effective teaching and research and e broad, general interest in United States' politics. Demonstrated competence or genuine interest in comparelive urban government will be an asset. For 1989-90, the minimum salary for assistant professors is $34,670. A curriculum vitae, three confidential letters of reference and transcripts should be sent to Professor Allan Tupper, Chairman, Department of Political Science, University of Alberta, Edmonton, Alberta, T6G 2H4 by the deadline of 15 January, 1990 or until poel lon is filled. The position is subject to the availability of funding. The University of Alberte is committed to the principle of equity in employment but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Qualified women candidates are particularly encouraged to apply.

UNIVERSITY OF TORONTO. The Department of Political Science at the University of Toronto invites applications for a tenure track position at the Assistant Professor level in the area of International Relations with a Political Economy specialization, effective 1 July 1990. Candidates should have a completed Ph.D. Closing date for applications: 15 November, 1989. The University of Toronto encourages both men and women to apply for positions. Applications including C.V. and the names of 3 referees should be sent to M.A. Preston, Chair, Department of Political Science, University of Toronto, 100 St. George Street, Toronto, Ontario, M5S 1A1.

McGILL UNIVERSITY. Department of Political Science. McGill University invites applications for a tenure track position in Comparative Politics, with a specialization in Southeast Asta and/or East Asia (Japan and the Asian NICs). Candidates should have a solid grounding in political development theory. This appointment, which is subject to budgetary authorization, is at the Assistant Professor level, with the possibility of a higher rank not precluded. Candidates must have a Ph.D., and demonstrate strong research potential. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents. Closing date for receipt of applications is November 17, 1989. Applications, including a curriculum vitae, university transcripts, three letters of reference, and any other relevant material should be sent to: Professor Harold Waller, Chairman, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec, H3A 2T7.

McGILL UNIVERSITY. Department of Political Science. McGill University invites applications for a tenure track position in Canadian Politics. This appointment, which is subject to budgetary authorization, is at the Assistant Professor level, with the possibility of a higher rank not precluded. It will begin on September 1990 or earlier. Candidates must have a Ph.D. and demonstrate strong research potential. Salary will be commensurate with qualifications and experience. Closing date for receipt of applications is November 17, 1989. Applications, including a curriculum vitae, university transcripts, three letters of reference, and any other relevant material should be sent to: Professor Harold Waller, Chairman, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec, H3A 2T7.

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McGILL UNIVERSITY. Department of Political Science. McGill University invites applications for a tenure track position in Southeast Asia and/or East Asia (Japan and the Asian NICs). Candidates should have a solid grounding in political development theory. This appointment, which is subject to budgetary authorization, is at the Assistant Professor level, with the possibility of a higher rank not precluded. Candidates must have a Ph.D., and demonstrate strong research potential. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents. Closing date for receipt of applications is November 17, 1989. Applications, including a curriculum vitae, university transcripts, three letters of reference, and any other relevant material should be sent to: Professor Harold Waller, Chairman, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec, H3A 2T7.

McGILL UNIVERSITY. Department of Political Science. McGill University invites applications for a tenure track position in Canadian Politics. This appointment, which is subject to budgetary authorization, is at the Assistant Professor level, with the possibility of a higher rank not precluded. It will begin on September 1990 or earlier. Candidates must have a Ph.D. and demonstrate strong research potential. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents. Closing date for receipt of applications is November 10, 1989. Applications, including a curriculum vitae, university transcripts, three letters of reference, and any other relevant material should be sent to: Professor Harold Waller, Chairman, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec, H3A 2T7.

McGILL UNIVERSITY. Department of Political Science. McGill University invites applications for a tenure track position in Comparative Politics, with a specialization in Southeast Asta and/or East Asia (Japan and the Asian NICs). Candidates should have a solid grounding in political development theory. This appointment, which is subject to budgetary authorization, is at the Assistant Professor level, with the possibility of a higher rank not precluded. Candidates must have a Ph.D., and demonstrate strong research potential. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents. Closing date for receipt of applications is November 17, 1989. Applications, including a curriculum vitae, university transcripts, three letters of reference, and any other relevant material should be sent to: Professor Harold Waller, Chairman, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec, H3A 2T7.

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and names of 3 references by October 31, 1989 to: Paul Axelrod, Chair, Division of Social Science, Faculty of Arts, York University, North York, Ontario M3J1P3. Candidates are requested to have 3 letters of reference sent directly to the Chair.

VISUAL ARTS

BROCK UNIVERSITY. The Department of Film Studies, Dramatic and Visual Arts invites applications for a tenure track appointment of an art critic/historian at the rank of Assistant Professor of Visual Arts. The Visual Arts Programme (VISA) at Brock offers a studio based curriculum with an emphasis on contemporary art and ideas, theory and criticism. The VISA programme co-exists within the context of a larger department thereby facilitating interest and studies in our sister programmes. This co-existence of various artistic disciplines creates a unique opportunity for interdisciplinary studies as well as the concentrated focus offered by each programme. The VISA programme offers 3 and 4 year degrees in studio art leading to BA and Honours BA degrees. The successful candidate will be able to teach contemporary art, theory and criticism, Canadian art and a wide range of art history courses. The ability to manage all aspects of a slide library from research and development to budget and human resource management will be a particular advantage. Qualifications required are a MA or PhD in Art History, with a substantial publishing/exhibition and/or curatorial record, and teaching experience at the university level. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and arrange to have three letters of recommendation sent to Professor Merijean Morrissey-Clayton, Chair, Appointments Committee, Department of Film Studies, Dramatic and Visual Arts, Brock University, St. Catharines, Ontario L2S 3A1. Closing date for receipts of applications is November 30, 1989. Brock University is an Equal Opportunity Employer.

FACULTY EXCHANGE

FACULTY EXCHANGE CENTRE, non-profit organization established in 1973, helps (1) college and university professors to exchange teaching positions, and (2) all educators to interchange houses, with colleagues on this continent and abroad. FEC serves individual faculty as well as member colleges. For more details send self-addressed envelope to: 952 Virginia Avenue, Lancaster, Pa., USA, 17603; 717/393-1130.

ACCOMMODATION

WINNIPEG: 1300 sq ft 2 bedrm house in quiet prestigious area. Close to bus routes to U of M. Well maintained with many options including cent. air cond. Preferably no pets or children. Contact **Dr. Peter B Macdonald (204) 452-3984.**

KINGSTON, ONTARIO, 3 blocks from **Queen's Campus,** 4 bedroom fully furnished historic home with lake view, all modern appliances, available February 1 through June 30, 1990, dates and rent negotiable. Contact Sian Sadinsky, Faculty of Law, Queen's University, Kingston K7L 3N6; 613-545-2220.

VISITING TORONTO? Bed and Breakfast in our restored home minutes to the University of Toronto and Downtown. Rates from $45.00 Ashleigh Heritage Home tel: (416) 535-4000.

DEAN, SOCIAL SCIENCES

Brock University invites applications and nominations for the position of Dean, Faculty of Social Sciences, to take office on July 1, 1990.

The Faculty includes the Departments of Economics, Geography, Politics, Psychology and Sociology, the Institute of Urban and Environmental Affairs, the Institute of Applied Human Development (programs in Applied Linguistics, Child Studies, Health Studies and Labor Studies) and interdepartmental programs in Asian Studies and Communication Studies. Pass and Honours degree programs are offered in all departments and institutes and a Masters degree program in Politics. The Faculty has over 80 full-time faculty members and approximately 2,060 FTE students.

The University seeks an individual with an outstanding record of academic achievement in both teaching and research, administrative experience and the ability to interact effectively with faculty, students, staff and the external community.

Candidates should submit an up-to-date curriculum vitae and the names of three referees to:

Mr. P. Beard
Secretary to the University
Brock University
St. Catharines, Ontario
L2S 3A1

The closing date for the receipt of applications is **November 1, 1989.**

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Brock University is an equal opportunity employer.

St. Paul's College
University of Manitoba

RECTOR

St. Paul's College, an affiliated college on the campus of the University of Manitoba, invites applications and nominations for the office of Rector. The appointment is for five years commencing July 1st, 1990 and is renewable. The present incumbent is not a candidate for this position.

The Rector is responsible for leadership and development of the College's academic programs and is its senior administrative officer. The Rector is a member of the Board of Directors of St. Paul's College and ex officio of all College committees and is also a member of the University of Manitoba's Senate and Dean's Council.

St. Paul's College has been under the direction of the Jesuit Fathers since 1933. Its affiliation with the University of Manitoba dates from 1931. The Rector is responsible for College/University relations under the terms of a 1970 Agreement.

St. Paul's College has about 750 student members and about 50 faculty members and staff. The majority of students and faculty members are in the Faculty of Arts but many are associated with other schools and faculties. A residence for the Jesuit Fathers and a beautiful chapel are attached to the College buildings. About 5000 University of Manitoba students take courses in the College buildings. The College Library contains more than 60,000 volumes.

Nominations and applications are invited in confidence and should be accompanied by a curriculum vitae. These should be submitted by November 15, 1989 to:

Chair, Board of Directors
St. Paul's College
430 Dysart Road
Winnipeg, Manitoba
R3T 2M6

In accordance with Canadian Immigration Requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Men and women are equally invited to apply.

Lakehead University
A Northern Vision

RESEARCH PROFESSORSHIP IN PULP AND PAPER CHEMISTRY

Applications are invited for a tenure-track, **academic research position** in the general area of **Pulp and Paper Chemistry.** Suitable specializations would be any fundamental aspect of the chemistry of wood, bleaching, mechanical and/or chemical pulping in general, the photochemical properties of pulp and paper products, etc., but candidates with other specializations are encouraged to apply. This is primarily a joint appointment between the Department of Chemistry and the Centre for Northern Studies of Lakehead University. However, the appointee will also be expected to interact to a significant extent with the Department of Chemical Engineering in research and, possibly, graduate teaching and supervision. It is also expected that this appointment will act as a focus for a growing effort in Pulp and Paper research over the next few years and the research record and potential of the appointee are therefore of more importance than the precise field of research. While some preference will be given to an appointment at the rank of full professor, the rank is open and outstanding researchers at any stage of their career are invited to apply. There are some teaching duties attached to the position.

Applicants should submit a curriculum vitae and the names of three referees to:

Dr. J.H.M. Whitfield
Dean of Arts and Science
Lakehead University
955 Oliver Road
Thunder Bay, ON.
P7B 5E1

In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

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University of Regina

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DEAN OF THE FACULTY OF FINE ARTS

The Dean will provide effective academic leadership and sound administration to a Faculty with 45 academic and support staff and approximately 255 undergraduate and graduate students. Its programs include Bachelor of Arts, Bachelor of Fine Arts, Master of Fine Arts, Bachelor of Music, Bachelor of Music Education and Master of Music degrees. The Faculty of Fine Arts is a newly-formed faculty at the University of Regina, containing four distinct departments: Visual Arts, Drama, Film and Video, and Music. These four departments were previously housed in the College of Fine Arts, established in 1977 within the Faculty of Arts.

The Dean will provide strong representation for the Faculty within the University and in the community at large. Candidates should have demonstrated administrative skills, an excellent record of teaching and research/creative activity in a relevant Fine Arts discipline, and an understanding of the integral relationship between undergraduate education, research and graduate studies.

The appointment will commence on July 1, 1990, and will normally be for a term of five years. Both women and men are encouraged to apply. In accordance with Canada Immigration requirements, priority will be given to Canadian citizens or permanent residents. Send applications or nominations, including a complete curriculum vitae and names of at least three references in confidence by November 30, 1989 to:

Dr. Brian L. Scarle
Vice-President (Academic)
University of Regina
Regina, Sasketchewan S4S 0A2

VICE-PRESIDENT, ACADEMIC

Brock University invites applications and nominations for the position of Vice-President, Academic, to take office on July 1, 1990.

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The University seeks an individual with a significant record of academic achievement in both teaching and research, in addition to substantial administrative experience and the ability to interact effectively with faculty, students, staff and the community.

Candidates should submit an up-to-date curriculum vitae and the names of three referees to:

Mr. P. Beard
Secretary to the University
Brock University
St. Catharines, Ontario
L2S 3A1

The closing date for the receipt of applications is **November 1, 1989.**

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Brock University is an equal opportunity employer. Qualified women and men are invited to apply.

The University of Calgary
Dean, Faculty of Nursing

The University of Calgary invites applications and nominations for a Dean of the Faculty of Nursing. The Faculty of Nursing offers four year generic and two year post-diploma Bachelor of Nursing programs, as well as a two year Master of Nursing program. The Faculty consists of 32 full-time and 24 part-time academic staff, 12 support staff and 500 students. The Faculty has an active research program, a focus on clinical scholarship and strong community linkages. As the senior executive officer of the Faculty, the Dean is expected to provide dynamic leadership in the continuing development of the Faculty. Candidates should have a distinguished career record and knowledge of the current directions of professional practice. The successful candidate must have experience in teaching, scholarship and administration. The appointment term will be for five years commencing July 1, 1990.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, both men and women, aboriginal people, visible minorities, and people with disabilities.

Nominations and applications, including a curriculum vitae and the names and addresses of three referees should be sent to:

Dr. P.J. Krueger
Vice-President (Academic) and Provost
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta T2N 1N4

THE UNIVERSITY OF CALGARY

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Our office is open from 9:00 am. to 5:00 pm. Monday through Friday. May we remind you to check your local time against Toronto time to avoid missing us. We welcome your personal visits to our office at any time, however, again to avoid missing the counsellor who will be handling your specific request, a telephone call in advance to make an appointment would be appreciated.

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